

**GOLDEN GATE REGIONAL
CENTER BOARD of DIRECTORS
MEETING
Tuesday, April 18th, 2023- 5:30 PM**

**Via Zoom Video Conference (see below)
and
In-Person at GGRC, 1355 Market Street, Suite 220, San Francisco, CA
94103**

- 5:30 pm I. **CALL TO ORDER / INTRODUCTIONS** (Edith Arias)
- II. **CONSENT AGENDA ITEMS** (Edith Arias)
- ACTION** A. Agenda (A)
- ACTION** B. Record of March 21, 2023, Meeting
- 5:40 pm III. **PUBLIC COMMENT/ANNOUNCEMENTS** (Edith Arias)
- 5:45 pm IV. **COMMITTEE REPORTS** (Edith Arias)
- A. Finance Committee (Michael Bernick)
1. Monthly Financial Statement
- V. **State Council on Developmental Disabilities – The Top 5:
Action & Advocacy YOU Can Take for Emergency
Preparedness and Disaster Response**
- 6:05 pm VI. **COMMITTEE REPORTS (Continued)**
- C. Services Committee (Edith Arias)
1. *Emergency and Disaster preparedness, GGRC’s Emergency Coordinator, Joe Medici*
2. Listening Sessions
- D. Board Operations (Lynn Pulliam)
1. Potential Board Member Interviews In Process
2. Presentation of Prospective GGRC Board Members
3. AD Hoc Bylaws Review Committee (Michael LoBue)

E. Service Provider Advisory Committee (Abby Yim)

1. Grassroots Day

F. Legislative Committee (Edith Arias)

1. AB447 (Arambula)

G. Executive Committee/Chairperson's Report (Edith Arias)

1. Strategic Plan Update (Eric Zigman)

6:40 pm **VII. DIRECTOR'S REPORT** (Eric Zigman)

1. ARCA Update (Michael LoBue)
2. Community Resource Development Plan Projects

7:15 pm **VIII. EXECUTIVE SESSION** (if necessary)

You must RSVP to attend in-person or to receive the Zoom meeting information. To RSVP or if you have any questions, please contact Aria Alokozai at aalokozai@ggrc.org, or call 415-832-5792.



Golden Gate Regional Center

Supporting Lives of Liberty and Opportunity

BOARD of DIRECTORS MEETING
RECORD of April 18th, 2023, 5:30 PM
VIA ZOOM CONFERENCING

PRESIDING: Edith Arias (for Jacy Cohen)

DIRECTORS PRESENT: Michael Bernick
Hank London
Nini Aye
Andrea Fuentes
Lynn Pulliam
Tracy Bullock
Abby Yim
Michael LoBue

DIRECTORS ABSENT: Jacy Cohen

STAFF: Eric Zigman
Brenda Gonzales
Lisa Rosene
Joe Medici
Ihsan Shagiwal
Aria Alokozai
Alex Madrid

GUESTS: Jessy
Rachel Kripke-Ludwig
Yasir Ali
Sheraden Nicholau
Corinne Sixkiller
Erika Gonzalez
David Delira

CALL TO ORDER (Edith Arias)

Ms. Arias called the meeting to order at 5:33 p.m. *Welcoming remarks and introductions followed.*

CONSENT AGENDA ITEMS (Edith Arias)

ACTION A. Agenda
M/S/C (Michael Bernick / Lynn Pulliam seconded)

ACTION B. Record of March 21st, 2023, Meeting
The Record of Meeting of March 21st, 2023 was approved.
M/S/C (Michael LoBue motioned/ Nini Aye seconded)

PUBLIC COMMENT / ANNOUNCEMENT

Clarissa Kripke Ludwig commented that more Supported Living Services (SLS) are needed for Augmentative and Alternative Communication (AAC) device users, and especially those who use letterboards, spellers and typers.

Amanda Pyle, GGRC's Director of Community Services, shared that our Community Services Department looks for resources as well as ways to expand services. Amanda added that community
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members should reach out to us if they know of any agencies that provide SLS services and Service Providers that can support alternative communication and have supported living services as well. Amanda shared that she will take the feedback to our SLS specialist who can look at how they can work more directly with our SLS Providers making sure that our Providers can support a wide variety of individuals with their language access needs.

Eric Zigman added that our regional center is implementing a Language Access and Cultural Competency plan which includes the idea of making access not just for spoken languages but other modes of communication access as well. We are hoping to have more funding towards assessments with regards to communication and be able to serve more people with language access needs.

Amanda Pyle shared information about an upcoming listening session as part of our Language, Access and Cultural Competency Plan and community engagement initiative for people who identify in the LGBTQIA+ spectrum. The Listening session will be on May 2nd at 10:00am (Zoom registration link posted on GGRC website). We will be offering both Spanish and ASL interpretations in the listening session for small groups to encourage participation and will give away a stipend for participation.

Finance Committee (Eric Zigman for Michael Bernick)

Monthly Financial Statement: [Financial Status as of February 28, 23]

Eric shared that current GGRC financial statement as follows:

Operations:

After eight months of operations, year to date expenditures are under budget by 16.7%. Expenditures will begin to increase as hiring of staff continues. All operations funds are expected to be fully expensed for the fiscal year over the normal course of operations.

Purchase of Services (POS) Excluding CPP:

After eight months of operations, year to date expenditures are under budget by 12.1%. The estimated projected surplus is approximately \$52 million for the fiscal year. Budget projections will fluctuate as provision of services continue to revert from payments of alternative service rates back to provision of traditional services and payments of traditional service rates in addition to accounting for rate increases.

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

Sheraden Nicholau delivered a presentation on “The Top 5: Action & Advocacy You Can Take for Emergency Preparedness and Disaster Response” discussing the following points:

1. Know your unique needs and risks, complete and regularly update your emergency response plan to include topics such as communication plan, a meet-up plans, medical care needs, nutrition needs, safety needs, having your important paperwork and identification as well as yours and your family’s needs. Create or update your go-kit and shelter-in-place supplies ready accordingly.
2. Sign up for emergency alert notification to receive call/text in the event of a disaster and make sure your regional center has your updated contact information. You can also check out alerts systems and sign-up information for [San Francisco County](#), [San Mateo County](#) or [Marin County](#).

3. Get trained in emergency preparedness and disaster response through trusted sources, get certified in First Aid and CPR and watch training and preparation videos through Listos CA and the CAL OES office of Access and Functional Needs AFN Library.
4. Reach out to your local regional center, State Council on Developmental Disabilities Office, and your independent living center to receive information on tools, resources, supplies and special programs for you and your community needs.
5. Let policy makers know what emergency preparedness and disaster response resources you need and give feedback to your local policy makers, local government, regional center, State Council Office, or independent living center.

As always, Sheraden included a number of relevant resources as weblinks in her presentation. Sheraden's presentation was well received. Q & A followed.

Services Committee (Edith Arias)

Board Education Presentation

Emergency and Disasters Preparedness, GGRC's Emergency Coordinator, Joe Medici.

Joe shared the following points:

- GGRC emergency preparedness involves disaster response, emergency preparedness, safety training and emergency communication on social media, Everbridge notification to vendors and those we serve and sharing resources on emergency preparedness.
- Joe shared a recent example of an emergency incident on how GGRC supported people served and provided emergency response.
- Go Kit Initiative: Disaster Preparedness Go Kits training is available for individuals living in Independent Living or Supported Living identified as living in high threat fire areas.
- Backup Battery Initiative: the backup battery initiative focused on providing those served that also reside in California's Tier 2 or Tier 3 high threat fire areas that reside in independent living or Supported Living and are specifically "power dependent."
- American Red Cross wildfire pre-planning and evacuation initiative: four training sessions are available for adults residential and care facilities for elderly that reside in high threat fire areas.
- Future projects for the people we serve, and service providers involve providing optional "Communication Cards", quarterly emergency bulletins, emergency preparedness section and emergency plan and training.

The presentation was well received, and Q and A followed.

Future Listening Session:

Lisa Rosene shared that the Services Committee has received responses from six families/participant out of fifteen and the committee will be following up with the participants who have not yet responded to the survey. Edith shared that the Services Committee is planning to share the goals and purpose of the listening sessions to the participants to make sure that the sessions have a very clear and effective structure. We are hoping to have more details on the listening session at the next Board meeting.

Board Operations Committee (Lynn Pulliam)

Potential Board Member Interviews In Process:

Lynn Pulliam reported that the Committee is working on interviewing a few more candidates for the Board and is hoping to have four new Board members by the end of summer/beginning of fall.

Presentation of Prospective GGRC Board Members:

Lynn presented David DeLira to the Board; David has previously served in the GGRC Board for seven years and was termed off in June 2021. David is going to complete his 24-month waiting period (in order to rejoin the board by the end of June 2023).

Lynn also presented JJ Khin for consideration; a person served by the Pomeroy Center. JJ also works as a receptionist at the Pomeroy Center and is interested in serving on the GGRC Board in order to advocate for others.

Eric shared we have sent out the Board members' contact list to the Board and added that Jacy Cohen is intending to put out the call for each Board members to write a brief profile and share it with the Board members in order for members to know the areas of expertise and background of their fellow Board members.

AD Hoc Bylaws Review Committee (Michael LoBue):

Michael reported that the next Ad Hoc Bylaws Review Committee is meeting on April 28th. Michael added the committee is still reviewing the Bylaws and is open for inputs from the Board. The Committee has decided to recommend a full restatement of the GGRC Bylaws, instead of adding to the six previous amendments to the current Bylaws. The committee will also be working with their attorney in this process and is hoping to present their first draft to the Board in the May or June Board meetings.

Service Provider Advisory Committee (Abby Yim)

SPAC Update

Abby reported that the Service Provider Advisory Committee is a group of service providers across GGRC catchment area. The Committee meets twice a month with GGRC staff and providers to share resources and updates. The highlight of the past two meetings has been with regards to the staffing updates. Abby appreciated GGRC's attending the SPAC meetings and sharing how staffing is evolving, sharing updates with regards to the legislative advocacy and how issues are evolving with quality incentives and rate increases. Abby added that these committee meetings are also a chance for the providers to connect with R&D Transportation and receive COVID-19 updated guidelines.

Grassroots Day

Abby shared that Grassroots Day is an annual event held in partnership with the Association of Regional Center Agencies (ARCA). This year we were fortunate enough to have a group of great community members join in the grassroots day to meet with their elected officials. Abby introduced Jessy, from ICS's development Team, a self-advocate and participant in Grassroots Day, to share her experiences from the event.

Jessy described her experience on Grassroots Day meeting with elected officials (and their staff) and how she was able to have her voice heard. Jessy emphasized Grassroots Day's importance for people with disabilities. Jessy powerfully relayed how empowering it was to share her journey with legislators, especially in her own, lived experience of utilizing the support from her provider agency, ICS, to counteract negative, discriminatory experiences in her past. Her presentation, both in content and style,

was testament to how well she has a strong voice in advocating for people with developmental disabilities.

Q and A followed.

Legislative Committee/ARCA Report (Edith Arias)

AB 447 (Arambula)

Edith shared that the AB 447 will establish and expand inclusive college programs for students with Intellectual and Developmental Disabilities (IDD) on the public four-year university, and post-secondary program helping increase the wage earning capacity and opportunities for Competitive Integrated Employment for persons with IDD across the State.

Eric shared that Senate Bill (SB) 271 is a wheelchair repair bill that will require manufacturers of the wheelchairs to provide informational tools and replacement parts of the wheelchairs to independent repair places.

Edith reminded and encouraged the Board to participate at the ARCA Academy on April 29th in Sacramento or by Zoom. This is an opportunity for regional center Board Members from throughout California to meet each other and learn together about our system, their role in that system and how it impacts the people we serve.

Edith talked about the Family Advocacy Letter Template for the Board to utilize when contacting the legislators and having their voices heard. The template is a guide that should be modified to reflect the person's own experience. Edith added that the interested Board members can send their letters to the AdvoCats group who are willing to send those letters to the legislators for them.

Q & A followed.

Executive Committee/Chairperson's Report (Edith Arias)

Strategic Plan Update:

Eric shared background on GGRC new Strategic plan 2022-25 and highlighted the following reports and activities with regards to our Strategic plan of Investment in Staff:

- Increase Staff Compensation and Recognition:
 - Last November we increased our salary scale, which positively affected staff retention as well as recruitment. We have milestone service awards for staff when they work with us for a certain year. We are currently working with a consultant on compensation Benchmarking in order to understand the market forces and competition for staff. In terms of challenges, the antiquated state of the Core Staffing Formula (the major way regional centers are allocated a budget for their staff and operations) makes reasonable staffing impossible in our high-cost area.
- Support Staff Development and Growth:
 - We are about to introduce a tuition reimbursement program for staff who pursue higher education in Health and Human services or other related fields, encouraging internal promotions, staff development and management training. We have established scholarly

awards for staff who graduate from a program or earn a certificate, and we have started a two-week extensive bootcamp for new Social Workers hired each month. GGRC also offers clinical supervision hours for Social Worker to earn their licenses.

- Create a Positive and Supportive Workplace and Increase Staff’s Sense of Belonging and engagement:
 - We are arranging listening sessions for San Mateo office move to hear feedback and input from staff about the move. The office relocation is slated for this coming fall.
 - Established rewards and recognition programs such as monthly shout out, annual “superstar” awards and leadership awards.
 - Eric and Ihsan Shagiwal, Human Resources Director, continue to participate in the Advisory Committee of Employees (ACE), a representative group of staff from the departments and offices at GGRC, and receive staff input and feedback from this group.
- Build an Engaged and Culturally Responsive Organization (Staff Retention and Recruitment)
 - We continue to work on Diversity, Equity, Inclusivity and Belonging efforts and collect reports and feedback from the employees through the biennial Employee Engagement and Satisfaction Survey. The survey indicated that over 70% of the employees reported that they benefited from the training and information available to them from GGRC in the most recent survey (March 2023). This is a 10% increase from the same survey in 2020.
 - Hired a new staff to fill the Deaf Access Specialist Role. This role by design is having a positive impact on inclusivity and engagement within our agency.
 - Developed applicant tracking system for sourcing recruitment which promotes candidates’ engagement and staff engagement in the employee referral program. Established employee referral bonuses for successful recruitment.

Director’s Report (Eric Zigman)

ARCA Update (Michael LoBue)

Eric shared a brief overview of the Little Hoover Commission’s recent report including their recommendations for improvement based largely on individual testimonials provided to the Commission. The executive summary of the Little Hoover Commission’s report recommends that regional centers be more consistent, and it also states that the commission heard from numerous families critical of the state’s developmental disabilities system but also recognized the hard work of the individuals within the regional centers who try to meet the needs of those they serve and their families.

Michael shared that the regional center community should continue to watch AB1147 and what actions might come in response to the Little Hoover Commission’s report. Michael added that he shared some perspectives and concerns with Eric and with ARCA.

Eric spoke about the ARCA’s recommendations to the Little Hoover Commission, submitted during their hearings. The recommendations include commitments to increasing regional center consistency in some, appropriate areas (such as Intake/Assessment and Vendorization of service providers), creating more accessible and transparent websites, and bringing more consistent and robust services into the family home when that is desired.

Community Resource Development Plan Projects:

Eric briefly spoke about the Community Resources Development plan.

Amanda Pyle shared details on the following approved Community Resources Development plan for FY 2022/2023 and added that priority consideration will be given to projects that can demonstrate culturally responsive and linguistically supportive services.

- \$200,000 start-up for a Behavioral Day Program in Marin County that includes a small site with on-site programming and community-based programming.
- \$200,000 start-up for a Behavioral Day Program in San Mateo County that includes a small site with on-site programming and community-based programming.
- \$50,000 start-up for social recreation program in Marin County.
- \$50,000 start-up for social recreation program in San Mateo County.
- \$50,000 start-up for social recreation program in San Francisco County.
- \$150,00 Start-up for a Level 4I residential facility serving children.

The Board Meeting adjourned at 7:30pm.

Respectfully Submitted,

Aria Alokozai
Executive Assistant