



Inland Regional Center

Diversity Assurance Plan

(POS DATA PLAN)

FY 2014-2015

Part I

Actions taken to improve attendance and participation in the discussion of Diversity/ Disparity through POS Data:

IRC Presented opportunities for discussion and input by

- Presenting in outlying area: Apple Valley
- Presenting in both Counties
- Presenting at different times during the day
- Posted a rotating graphic on the Inlandrc.org website home page announcing meetings thirty (30) days prior to presentations. (IRC home page viewed over a million times)
- Posted a link to an online survey to solicit participation and community input
- Posted current and past years POS Data on inlandrc.org
- Offered online survey in English and Spanish
- Solicited participation on the IRC Facebook page- linked followers to survey- 6500 followers
- Solicited participation via IRC twitter account- 1000 followers
- Advertised the POS Data and survey in the IRC Community Publication- IRC Connection – 6800 subscriptions



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Part II

Diversity/ Disparity Data Presentation Stakeholder Meetings Dates/Venue

Apple Valley Community Input Meeting- March 29, 2016

BEST Opportunities

22450 Headquarters Dr., Apple Valley, CA

Announced: February 25, 2016

Presented by: Treva Webster, Director, Intake, Clinical Services and Family Resource Network

Presented data info. Facilitated stimulating discussion. Gathered input. Requested feedback

Riverside Input Meeting- March 29, 2016

Riverside Community Church

4850 Jurupa Ave., Riverside, CA

Announced: February 25, 2016

Presented by: CJ Cook, Program Manager, Community Engagement and Training Unit

Presented info. Facilitated Discussion and Q&A. Gathered input. Requested Feedback.

On line survey- posted on February 11, 2016

Fiesta Educativa--Riverside

Presented by Felipe Garcia, Director School Age and Transition Services

Presented info. Facilitated Discussion and Q&A. Gathered input. Requested Feedback.

(Not headlined as "POS Data" meeting per FE request so this presentation is an "unofficial" community meeting but more input surveys were received from this meeting than any other)



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Part III

Issues Identified by POS Data and Stakeholders Meeting Input

- Create better programs for adults
- Have constant communication between IRC and consumers/families
- Develop additional integrated programs for clients with Autism (Q: When will there be programs for adults with Autism according to their abilities?)
- Hire more bi-lingual CSCs to reduce the case load ratio
- Data may appear skewed because it includes inactive cases
- Disparity needs to be better defined in the announcements to the community to solicit community participation
- Mail announcements for the meetings sent with IPPs
- Create two presentations, one easily understood by consumers and one more detailed for community members and stakeholder



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Part IV

IRC Plan to improve how POS dollars are spent equitably:

Create a committee of stakeholders with representatives from IRC, SCDD, OCRA, vendor and consumer population to complete the following:

1. Create new and innovative marketing materials to assist with promoting meetings and, in turn, increase participation
2. Assist in analysis of data
3. Assist in creating a topical, scenario-based presentation for the Disparity Data Meetings
4. Present the information (as a committee) to the stakeholders

Ensure recruitment for the Board of Trustees that represents the ethnic and cultural groups throughout the 27,313 square miles in IRC's catchment area.

IRC's Human Resource recruiter will attend college career fairs to help encourage new graduates to apply at IRC with a special focus on diversity and linguistics

Inland Regional Center (IRC) will continue to create Microenterprise opportunities for those individuals that have a specific talent not supported by programs in the community.

IRC will increase our social media presence on Facebook, twitter and online publications.

IRC will continue to recruit, interview and hire bi-lingual CSC candidates via Monster.com which includes postings with their "Diversity Network," which utilizes websites that are for specific demographics, including veterans.

Increase the Outreach Efforts in diverse communities by establishing a plan to determine the most effective ways and relevant topics to better include selected ethnic groups in IRC's programming. For example, attend and present at the Fiesta Educativa Conferences in both counties

IRC Plan to improve how POS dollars are spent equitably—Part IV CONTINUED

Comply with all statutes and regulations that apply to cultural sensitivity and linguistics as directed by DDS, Department of Education and other such agencies.

Include hard copy flyers and announcements with the IPPs to parents, vendors and consumers in the language requested.

Include hard copy flyers with the vendor billing information.

Continue cultural sensitivity training for IRC employees—specifically service coordinators but also across other IRC departments as well.