



# INLAND REGIONAL CENTER

*...valuing independence, inclusion and empowerment*

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January 28, 2021

Nancy Bargmann  
Department of Developmental Services  
1600 Ninth Street, Room 240, MS 2-13  
Sacramento, CA. 95814

Dear Ms. Bargmann,

Attached is Inland Regional Center's CY2020 Performance Contract Report for the Department's review. Considering the COVID-19 pandemic and challenges associated, IRC had a fantastic year! We achieved many goals while serving those with intellectual and developmental disabilities in Riverside and San Bernardino Counties in new and innovative ways. As our dedicated, hard-working team enters the CY2021 Performance Contract, we look forward to continuing a connectedness to our community, using technology when needed, providing a high level of transparency, and serving our clients.

You will note there are several activities listed in the report that were transitioned from in-person to virtual. IRC's Community Engagement department and Employment Specialist continued to attend public forums, collaborative meetings, conferences, resource fairs, and educational events throughout our catchment area with the aid of Microsoft Teams and Zoom. These events allow IRC to remain connected with our stakeholders and strengthen relationships in both counties we serve during a very difficult time.

Please feel free to contact me with any questions, concerns, or input. We welcome the opportunity to discuss our activities with you.

Sincerely,

Lavinia Johnson  
Executive Director  
Inland Regional Center



## Inland Regional Center 2020 Performance Contract Report

Public Policy Measure	Actions to Attain Objectives
<p>1. Indicators showing the relationship between annual authorized services and expenditures by an individual's residence type and ethnicity.</p>	<p>Statement:</p> <p><i>Inland Regional Center (IRC) is committed to addressing disparities within our community.</i></p> <p>Measurement and Methodology:</p> <p>Prior <i>fiscal year</i> (FY) Purchase of Service data and <i>Client Master File</i> (CMF); Regional Center generated data.</p> <p>Outcomes:</p> <p>IRC analyzed the <i>Purchase of Service</i> (POS) data to identify areas where we may be able to increase purchased services to better meet the needs of underserved populations.</p> <p><i>FY 2019/2020 Purchase of Service report will be received, no later than 12-31-2020 from DDS, then reviewed, analyzed, and a detailed report created by IRC Cultural Specialist. Furthermore, public input meetings will be held to review the data and receive feedback.</i></p> <p><i>Inland Regional Center is not hosting in-person events to protect our staff, vendors, clients, and community partners. To the best of our ability, we will hold virtual public input meetings to solicit input.</i></p> <p>To review POS reports from FY2018/2019 please use links below:</p> <p>Presentation:</p> <p><a href="https://www.inlandrc.org/wp-content/uploads/2020/03/POS-Meeting-March-2020-ENGLISH.pdf">https://www.inlandrc.org/wp-content/uploads/2020/03/POS-Meeting-March-2020-ENGLISH.pdf</a></p> <p><a href="https://www.inlandrc.org/wp-content/uploads/2020/03/POS-Meeting-March-2020-SPANISH.pdf">https://www.inlandrc.org/wp-content/uploads/2020/03/POS-Meeting-March-2020-SPANISH.pdf</a></p> <p>Report:</p> <p><a href="https://www.inlandrc.org/wp-content/uploads/2020/07/FINAL-POS-Disparity-Report-FY-2018-2019.pdf">https://www.inlandrc.org/wp-content/uploads/2020/07/FINAL-POS-Disparity-Report-FY-2018-2019.pdf</a></p> <p><a href="https://www.inlandrc.org/wp-content/uploads/2020/07/POS-Report-FY-2018-2019-Spanish-FINAL.pdf">https://www.inlandrc.org/wp-content/uploads/2020/07/POS-Report-FY-2018-2019-Spanish-FINAL.pdf</a></p>



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Public Policy Measure	Actions to Attain Objectives
<p>2. Percent of total annual Purchase of Service expenditures by individual’s ethnicity and age:</p> <ul style="list-style-type: none"> <li>• Birth to age two, inclusive</li> <li>• Age three to 21, inclusive</li> <li>• Twenty-two and older</li> </ul>	<p>Statement:</p> <p>It is important to IRC that Clients of all ethnicities and ages have access to services that they are eligible for, that will help them meet their needs/goals.</p> <p>Measurement and Methodology:</p> <p>Prior FY Purchase of Service data and CMF.</p> <p>Outcomes:</p> <p>IRC analyzed the POS data and identified areas where we may be able to increase purchased services to better meet the needs of our underserved populations.</p> <p>IRC continued to develop the Cultural Specialist position to increase education, engagement, and cultural competency of IRC staff, Clients, families, and community partners. The Cultural Specialist also maintained detailed records, collected data, and tracked the qualitative and quantitative outcomes of our Community Based Organizations (CBOs).</p> <p>IRC utilized our CBOs to inform families of services they may be eligible for through POS.</p> <p>IRC continued to work with the Office of Client Rights Advocates (OCRA) and State Council on Developmental Disabilities (SCDD) to offer educational workshops to the community.</p> <p>IRC continued to actively seek, schedule, and attend outreach and educational events weekly. This process was slowed by the COVID-19 pandemic- The Cultural Specialist actively sought virtual methods of staying connected with the community.</p> <p>IRC continued to participate in inter-agency collaboration as offered to provide and receive training in cultural competency with:</p> <ol style="list-style-type: none"> <li>1. San Bernardino County Bilingual Committee</li> <li>2. Cultural Competency Advisory Committee Meeting</li> <li>3. Latino Awareness Subcommittee</li> <li>4. Inland Empire Disabilities Collaborative</li> </ol>



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### 5. Building Community Partners with Children and Family Services

Through targeted outreach, IRC's Cultural Specialist provided advocacy services to Clients and families during the Individual Program Plan (IPP) and Purchase of Services (POS) processes.

IRC continued to participate in the Self-Determination Advisory committee virtually.

Due to the COVID-19 pandemic, IRC was unable to host the annual parent empowerment conference which would have focused on advocacy, employment, benefits, transition, and resources.

IRC hosted the annual Fall Festival resource fair to connect parents to IRC, our Service Providers, and community partners. The 2020 IRC Fall Festival was held over a 1-week period and was virtual.

IRC continued to assist and support families in gaining confidence in our services and community resources.

IRC continued to grow and expand inlandrc.org to ensure communication is clear and easy to understand. Our website is available in English and Spanish.

English - <https://www.inlandrc.org/>

Spanish - <https://www.inlandrc.org/es/>

IRC was unable to participate in Grassroots Day in Sacramento because of the COVID-19 pandemic.

IRC's Cultural Specialist created a group called Disparity Link. This is made up of Service Coordinators (SC) from each IRC case management unit. The group met once a month and discussed the latest disparity data, CBO disparity grant work, disparity programs available to Clients and families, and internal IRC challenges related to disparity.

IRC fostered an environment of collaboration to increase Purchase of Service (POS) for Clients with a primary diagnosis of Autism or monolingual Spanish families/care providers. The Local Partnership Agreement - Diversity (LPA-D) is designed to facilitate conversations that result in plans to assist Clients in requesting new services or increasing existing services. The LPA-D also helped Clients and families expand their ability to understand and navigate the Regional Center (RC) System including:



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	<ul style="list-style-type: none"><li>• A plan to expand the pathways to services for IRC Clients, including those in underserved regions and populations.</li><li>• Linked to local and regional resources including conversations about transition, the Lanterman Act, service delivery, self-advocacy, person-centered training, etc.</li></ul> <p>Disparity Community Based Referrals:</p> <ul style="list-style-type: none"><li>• 151 San Bernardino County</li><li>• 9 Riverside County</li><li>• Co-signed letter between Felipe Garcia and I mailed to 611 SB County families and 166 Riverside County families</li></ul> <p>Support groups started:</p> <ul style="list-style-type: none"><li>• Parent Support Alliance – English and Spanish parent support group for West End families – in collaboration with Rialto USD Special Education Department – Jan, Feb, and March 2020 only due to pandemic</li><li>• Virtudes Especiales – Spanish only virtual parent support group – monthly – currently ongoing</li><li>• Padres Empoderados – Spanish only parent support group for Coachella Valley families – Cathedral City – in collaboration with Angel View – self-sustained by a parent leader</li></ul> <p>Other support groups in constant contact IRC:</p> <ul style="list-style-type: none"><li>• Somos Una Voz – Victorville</li><li>• Angeles Con Futuro – San Bernardino</li><li>• Padres Con Poder – Corona</li><li>• Broad Spectrum, Broader Minds – Moreno Valley</li><li>• Angeles Especiales - Fontana</li></ul> <p>Cultural Specialist Trainings attended:</p> <ul style="list-style-type: none"><li>• A New Family-Centered Approach to Human Services – January 15, 2020</li><li>• The Digital Divide Among Older Adults – April 23, 2020</li><li>• Webinar on Coronavirus' Impact on Disability Communities of Color – April 23, 2020</li><li>• CLASE 2.0 with ASIE<ul style="list-style-type: none"><li>o May 1, 15, and 29, June 12 and 26, July 10 and 24, August 7 and 21, September 4, October 2, 16, and 30</li></ul></li><li>• Let's Stay Connected Event: Grief and Loss During the Age of COVID-19 – May 13, 2020</li><li>• A Conversation on the Future of Special Education – May 18, 2020</li></ul>
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	<ul style="list-style-type: none"><li>• Riverside County IHSS-Protective Supervision In-Service – June 16, 2020</li><li>• California's Current Budget Crisis and the Impact to the I/DD Community – June 17, 2020</li><li>• Grief and Loss webinar – August 8, 2020</li><li>• 34th Annual Children's Network Conference September 16 &amp; 17, 2020</li><li>• Voting webinar – ARCA – September 21, 2020</li><li>• Service Access &amp; Equity Workgroup training with DDS – October 26, 2020</li><li>• IPP Strategies Workshop – October 29, 2020</li><li>• Grant Vantage training – November 5, 2020</li><li>• An Informative Event for Families and Advocates - c/o DDS – November 21, 2020</li><li>• An Indigenous Lens to Different Abilities – December 3, 2020</li></ul> <p>Disparity and Cultural Competency Trainings provided:</p> <ul style="list-style-type: none"><li>• Presented on IRC services at Assembly Member Eloise Gomez Reyes' Equity Summit – February 8, 2020 - San Bernardino</li><li>• Annual POS disparity presentation to IRC vendors – February 27, 2020</li><li>• POS Disparity Public Input Meeting – English – March 11, 2020</li><li>• POS Disparity Public Input Meeting – Spanish – March 12, 2020</li><li>• Q&amp;A Session with IRC for Padres Excepcionales parent support group – virtual – July 18, 2020</li></ul> <p>Other</p> <ul style="list-style-type: none"><li>• Census 2020 Podcast recording – Spanish – January 13, 2020</li><li>• Disparity Link – monthly – postponed March, April, and May</li><li>• CBO Collaborative – monthly – postponed March, April, and May</li><li>• Cultural Specialist calls with DDS – May 22, 2020, June 12, 2020, July 17, 2020, September 18, 2020, October 23, 2020, November 13, 2020</li><li>• CBO and RC check in with DDS – May 29, 2020</li><li>• Annual POS Disparity Report to DDS – May 2020</li><li>• Grocery cards giveaway project – c/o In-Roads – June 2020</li><li>• Disparity grant project c/o DDS' Service Access and Equity – “Cultural Competency – A Tool for Equity” – September 23, 2020 through December 2, 2020</li></ul>
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<p>3. Number and percentage of individuals receiving only case management services by age and ethnicity.</p> <ul style="list-style-type: none"><li>• Birth to age two, inclusive</li><li>• Age three to 21, inclusive</li><li>• Twenty-two and older</li></ul>	<p>Statement: IRC is focused on understanding why some Clients receive case management services, but not a purchased service, and how to resolve this.</p> <p>Measurement and Methodology: Prior FY Purchase of Service data and regional center caseload data.</p> <p>Outcomes: IRC continued to participate in inter-agency collaboration with the Department of Behavioral Health (DBH), local police departments, and crisis intervention teams to address the increased interaction with Clients <i>not</i> attending a program.</p> <p>IRC continued to support the Client Advisory Committee (CAC) in providing educational forums and events. These events can help link Clients to Day, Behavior, or Work Activity Programs.</p> <p>IRC partnered with the San Bernardino Kiwanis Club to start an IRC Aktion Club. The Aktion Club is the only service club for adults with disabilities, with more than 12,000 members worldwide. The club provided adults living with disabilities an opportunity to develop initiative, leadership skills and to serve their communities.</p> <p>IRC continued to develop and improve inlandrc.org to deliver information on IRC eligibility, the intake process, and community training.</p> <p>IRC continued to design and implement community projects focused on outreach to underserved demographic populations, with a focus on the Hispanic community and Clients with autism. IRC did not host in-person events to protect our staff, vendors, clients, and community partners. To the best of our ability, we conducted virtual community outreach using our powerful social media platforms and inlandrc.org.</p>
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Public Policy Measure	Actions to Attain Objectives
<p>4. Total number of \$1000, \$1250, \$1500 incentive payments made for fiscal year.</p>	<p>Statement:</p> <p>IRC provides opportunities and support for Client employment. The goal being competitive, integrated employment.</p> <p>Measurement and Methodology: Data collected from service providers by Regional Centers.</p> <p>Outcomes:</p> <p>IRC analyzed the POS data to help identify the total number of individuals participating in competitive, integrated employment.</p> <p>IRC Employment Specialists continued to provide outreach and community education on employment opportunities and available supports.</p> <p>IRC Employment Specialists provided information to families and school staff on employment services post-high school to assist with the transition from school to work.</p> <p>Since March 15th, each of these presentations were provided remotely.</p> <p>These outreach events include the following:</p> <ul style="list-style-type: none"> <li>• Riverside Unified School District Parent Information Night - 12/2</li> <li>• Fontana Unified SD Training to Parents and Teachers on IRC Employment Services and Supports - 11/5</li> <li>• EV SELPA Parent Information Meeting - 10/29</li> <li>• CAC meeting / Moreno Valley Unified School District - 10/21</li> <li>• Presented at Parent Ambassador Meeting / Moreno Valley Unified School District - 10/14</li> <li>• Moreno Valley Unified School District Presentation to Parents (one in AM and one in PM) - 10/7</li> <li>• San Bernardino Workforce Development Board - 5/13</li> <li>• Chaffey College Presentation - 5/1</li> <li>• Riverside Adult School Presentation - 3/30</li> <li>• San Bernardino County Workforce Recruitment Fair - 3/14</li> <li>• Big Bear High School Presentation to Teachers - 3/9</li> <li>• Heritage High School presentation to Special Ed Staff - 3/9</li> <li>• Beaumont Adult School Presentation - 3/2</li> </ul>



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	<ul style="list-style-type: none"><li>• Pomona Valley High School Presentation to Special Ed. Staff - 3/2</li><li>• Bridges to Adulthood Presentation to Teachers, Val Verde Unified School District - 2/12</li><li>• Parent Support Presentation, Val Verde Unified School District - 2/11</li><li>• Mayor's Round Table Breakfast - 1/16</li></ul> <p>IRC Employment Specialists were unable to partner with the IRC Client Advisory Committee and local CBO's to host a 4-hour employment conference linking Clients to competitive integrated employment and our Paid Internship Program because of COVID-19.</p>
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Public Policy Measure	Actions to Attain Objectives
<p>5. Increase the number and percent of adults residing in the home of a parent or guardian (“family homes”).</p>	<p>Statement:</p> <p>“Family homes” can have many different meanings, but the key idea is a place where a person chooses to live.</p> <p>Measurement and Methodology:</p> <p>CMF residence code data for status 2 adults (18 years older) residing in family homes.</p> <p>Outcomes:</p> <p>IRC continued to develop and provide services for Clients that allowed them to be as independent as possible.</p> <p>IRC continued to assist families in obtaining needed services. Such services included in-home services, respite, behavior intervention, parent training, hospice, and crisis services.</p> <p>IRC Service Coordinators monitored successes quarterly and additionally, as needed.</p> <p>On inlandrc.org, IRC maintained:</p> <ul style="list-style-type: none"><li>• a Common Services List to help Clients, parents and guardians understand IRC services and programs. <a href="https://www.inlandrc.org/wp-content/uploads/2018/09/Common-Services-Listing.pdf">https://www.inlandrc.org/wp-content/uploads/2018/09/Common-Services-Listing.pdf</a></li><li>• a Service Provider Search tool to assist Clients, parents, and guardians in locating services and programs. <a href="https://www.inlandrc.org/disclaimer/">https://www.inlandrc.org/disclaimer/</a></li><li>• Fact Sheets for common services: Day Programs, Living Options, Respite and Transition. <a href="https://www.inlandrc.org/wp-content/uploads/2019/04/IRC-Day-Program-Options.pdf">https://www.inlandrc.org/wp-content/uploads/2019/04/IRC-Day-Program-Options.pdf</a> <a href="https://www.inlandrc.org/wp-content/uploads/2019/04/Living-Options-Fact-Sheet-English.pdf">https://www.inlandrc.org/wp-content/uploads/2019/04/Living-Options-Fact-Sheet-English.pdf</a> <a href="https://www.inlandrc.org/wp-content/uploads/2019/04/Respite-Fact-Sheet-English.pdf">https://www.inlandrc.org/wp-content/uploads/2019/04/Respite-Fact-Sheet-English.pdf</a> <a href="https://www.inlandrc.org/wp-content/uploads/2019/04/Transition-Fact-Sheet-English.pdf">https://www.inlandrc.org/wp-content/uploads/2019/04/Transition-Fact-Sheet-English.pdf</a></li></ul>



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	<ul style="list-style-type: none"><li>• a calendar of community activities so that Clients, parents, or guardian can search for low cost community events. <a href="https://www.inlandrc.org/calendar/">https://www.inlandrc.org/calendar/</a></li><li>• IRC built and maintained a COVID-19 resource page. <a href="https://www.inlandrc.org/coronavirus/">https://www.inlandrc.org/coronavirus/</a></li></ul>
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Public Policy Measure	Actions to Attain Objectives
<p>6. Decrease the number and percentage of Regional Center caseload in state Developmental Centers.</p>	<p>Statement: All people have gifts and abilities and are valuable. Each one is best supported in an inclusive community.</p> <p>Measurement and Methodology: CMF status code 8.</p> <p>Outcomes: IRC continued to support families and Clients as they move out of Developmental Centers and into the community, with Community Placement Plan funds, as available.</p> <p>IRC developed resources in our two-county area to assist individuals transitioning from Developmental Centers to the best of our ability during COVID-19.</p> <p>IRC continued to assist and support families in increasing comfort and confidence in community resources.</p> <p>IRC participated in state efforts to develop residential and program alternatives for those with challenges that may be difficult to serve.</p> <p>IRC continued to serve as a resource to Regional Centers who have Clients leaving Sonoma Developmental Center.</p>



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Public Policy Measure	Actions to Attain Objectives
<p>7. Increase number and percent of minors residing with families or home settings.</p> <p>“Home settings” can include the home of a parent or guardian as well as Foster Home Agency homes.</p>	<p>Statement: Children develop best in loving, inclusive home settings. Often support is needed to avoid out-of-home placements.</p> <p>Measurement and Methodology: CMF residence code data for status 1 and 2 minors (under 18 years old) residing:</p> <ul style="list-style-type: none"> <li>• In family home</li> <li>• In foster care</li> <li>• With guardian</li> </ul> <p>Outcomes: IRC provided virtual training for families to help manage behaviors that may interfere with a child’s ability to interact with their family and community. IRC continued developing and providing group parent training and support for families within the specific ethnic groups served by IRC. IRC continued assessing, developing, and providing families with services to keep children in their own home. IRC continued the preference of small 4-6 bed homes for out-of-home placement.</p>



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Public Policy Measure	Actions to Attain Objectives
<p>8. Increase the number and percentage of adults residing in home settings.</p> <p>Home-like settings can include independent living, supported living settings, Adult Family Agency Homes and a Client's family home.</p>	<p>Statement:            "Home" can have many different meanings, but the key idea is a place where a person chooses to live.</p> <p>Measurement and Methodology:            CMF residence code data for status 2 adults (18 years old and above) residing in:</p> <ul style="list-style-type: none"> <li>• Independent living</li> <li>• Supported living</li> <li>• Adult Family Home Agency homes</li> <li>• Family homes</li> </ul> <p>Outcomes:</p> <p>IRC continued to develop and provide services and support to Clients allowing them to be as independent as possible.</p> <p>IRC continued to monitor the implementation of AB 1472 to ensure that Clients are respected, and compliance is achieved.</p> <p>IRC continued monitoring supported living environments to ensure safety and provide supports and services, as needed.</p> <p>IRC continued to assist families in obtaining needed services. Such services may include in-home services, respite, behavior intervention, parent training, hospice, and crisis services.</p> <p>Considering the current public health crisis, Inland Regional Center is prepared the Service Providers to transition to a home-based, teleservices model. It was our intent to serve our clients' needs while also doing our part to mitigate the spread of illness.</p> <p>A home-based service model utilizes digital technology to provide teleservices to clients in lieu of face-to-face interactions. For example, instead of meeting in person ABA therapists or supported living instructors would meet with clients online or over the phone.</p> <p>It is our hope that Service Providers utilized technology to maintain working relationships with our clients and their support team.</p>



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Public Policy Measure	Actions to Attain Objectives
<p>9. Decrease number of minors living in facilities serving six or more people.</p>	<p>Statement:</p> <p>IRC believes that children develop best in loving, inclusive homes. However, in some compelling circumstances they may require alternative placement. Southern California has the only subacute facility for children. Many children throughout California are transferred from their home Regional Centers to this sub-acute facility which serves more than six. IRC will work in partnership with the transferring Regional Center and provide shared case management.</p> <p>Measurement and Methodology:</p> <p>CMF residence code data status 1 and 2 minors residing in following facilities, serving more than six people:</p> <ul style="list-style-type: none"><li>• ICF/DD</li><li>• ICF/DD-H</li><li>• ICF/DD-N</li><li>• SNF</li><li>• CCF</li></ul> <p>Outcomes:</p> <p>To the greatest extent possible, services were identified and provided that allows for the child to successfully transition back to their home.</p> <p>IRC remains committed to providing support to the sub-acute children’s facility that offers high level care to all Southern California children served by Regional Centers.</p> <p>IRC continued the practice of a rigorous multi-disciplinary review of placement in homes with more than four beds.</p> <p>We continued to inform potential providers that it is IRC’s preference that homes serve four or fewer people, each with their own room.</p>



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Public Policy Measure	Actions to Attain Objectives
<p>10. Decrease number and percentage of adults living in facilities serving more than six people.</p>	<p>Statement: Inland Regional Center’s Board of Trustees confirmed its policy to support living arrangements that are small (serve four to six people). Adults are provided with private bedrooms and baths.</p> <p>Measurement and Methodology: CMF residence code data for status 2 adult residing in following facilities serving more than six people:</p> <ul style="list-style-type: none"><li>• ICF/DD</li><li>• ICF/DD-H</li><li>• ICF/DD-N</li><li>• SNF</li><li>• CCF (Residential Care Facilities for the elderly not included)</li></ul> <p>Outcomes:  IRC evaluated the cases of Clients who live in large skilled nursing facilities. Their needs were assessed to see if they can be appropriately served in a smaller home setting.  IRC continued the practice of a rigorous multi-disciplinary review of placement in homes with more than four beds.  IRC communicated to any potential provider that it is our preference that homes serve four or fewer people, each with rooms of their own.</p>



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Public Policy Measure	Actions to Attain Objectives
<p>11. Number and percentage of Clients, ages 16-64 with earned income.</p>	<p>Statement:</p> <p>IRC's core values are independence, inclusion, and empowerment. We believe that Clients with an earned income exemplify these values.</p> <p>Measurement and Methodology:</p> <p>Employment Development Department (EDD) data on individuals ages 16-64 with earned income.</p> <p>Outcomes:</p> <p>IRC analyzed data changes in the percentage of Clients with an earned income, ages 16-64, as reported by the Employment Development Department.</p> <p>IRC Employment Specialists provided community outreach and education on employment opportunities and available supports, to community partners, vendors, and Clients. This was conducted virtually as much as possible over the period of the COVID-19 shelter in place order and numerous surges.</p>



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Public Policy Measure	Actions to Attain Objectives
<p>12. Annual earnings of Clients ages 16-64 compared to people with all disabilities.</p>	<p>Statement:</p> <p>IRC believes in equal pay for employees who perform substantially similar work.</p> <p>Measurement and Methodology: EDD data: average annual wages as reported to EDD for individuals ages 16-64.</p> <p>Outcomes:</p> <p>IRC analyzed the number of individuals served, ages 16-17 years of age.</p> <p>IRC analyzed the number of individuals served, ages 18-23 years of age.</p> <p>IRC analyzed the number of individuals served, ages 24-64 years of age.</p> <p>IRC reviewed the average earnings for the calendar year, of individuals served in comparison to all people with disabilities in California.</p>



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Public Policy Measure	Actions to Attain Objectives
<p>13. Average annual wages for Clients ages 16-64.</p>	<p>Statement:</p> <p>IRC believes in equal pay for employees who perform substantially similar work.</p> <p>Measurement and Methodology: EDD data: average annual wages as reported to EDD for individuals ages 16-64.</p> <p>Outcomes:</p> <p>See measure #12.</p>



## Inland Regional Center 2020 Performance Contract Report

Public Policy Measure	Actions to Attain Objectives
<p>14. Number of adults who attained competitive, integrated employment following participation in a Paid Internship Program.</p>	<p>Statement:</p> <p>IRC believes that individuals with disabilities are like other employees. They want to do a good job, appreciate constructive supervision, enjoy new challenges, and want to get ahead.</p> <p>Measurement and Methodology: Data collected from service providers by regional centers.</p> <p>Outcomes:</p> <p>IRC participated in job and employment fairs to promote employment opportunities for those who participate in a Paid Internship Program. This was completed virtually as much as possible.</p> <p>IRC's Employment Specialists stressed the importance of the Paid Internship Program at the Vendor Advisory Committee and subcommittee meetings.</p> <p>IRC provided training to Service Coordinators to help them better understand Competitive Integrated Employment and the Paid Internship Program.</p> <p>Service Coordinators reviewed employment options with Clients annually during the IPP planning process.</p>



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Public Policy Measure	Actions to Attain Objectives
<p>15. Percentage of adults who attained competitive, integrated employment following participation in a Paid Internship Program</p>	<p>Statement: IRC believes that individuals with disabilities are like other employees. They want to do a good job, appreciate constructive supervision, enjoy new challenges, and want to get ahead.</p> <p>Measurement and Methodology: Data collected from service providers by Regional Centers.</p> <p>Outcomes: See measure #14.</p>



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Public Policy Measure	Actions to Attain Objectives
<p>16. Average hourly or salaried wages and hours worked per week for adults who participated in a Paid Internship Program during the fiscal year.</p>	<p>Statement: IRC believes that individuals with disabilities are like other employees. They want to do a good job, appreciate constructive supervision, enjoy new challenges, and want to get ahead.</p> <p>Measurement and Methodology: Data collected from service providers by Regional Centers.</p> <p>Outcomes: See measure #14.</p>



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Public Policy Measure	Actions to Attain Objectives
<p>17. Percentage of adults who reported having integrated employment as a goal on their IPP.</p>	<p>Statement:</p> <p>It is the goal of IRC that Clients hold jobs in typical workplace settings, where most of the employees do not have a disability.</p> <p>Measurement and Methodology: Responses to National Core Indicators (NCI) survey question, "Individual has community employment as a goal in his/her IPP <u>three-year cycle</u>."</p> <p>Activities:</p> <p>IRC Employment Specialists continued to train and consult with adult and transition units on integrated employment.</p> <p>IRC continued to develop IPPs based on Person Centered Planning. Service Coordinators will receive continued training through the Training and Development Department.</p> <p>IRC Employment Specialists created a blog in collaboration with the Community Engagement unit that "Staying Job-Ready While at Home" during COVID-19. <a href="https://www.inlandrc.org/2020/08/31/tips-for-staying-job-ready-while-at-home/">https://www.inlandrc.org/2020/08/31/tips-for-staying-job-ready-while-at-home/</a></p> <p>IRC Service Coordinators added or made an addendum to the IPP for adult Clients who show interest in integrated employment.</p>



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<b>Public Policy Measure</b>	<b>Actions to Attain Objectives</b>
<p>18. Average wages and hours worked for adults engaged in competitive, integrated employment for whom incentive payments have been made.</p>	<p>Statement:</p> <p>IRC believes that employees with disabilities must have the same opportunities as those without disabilities.</p> <p>Measurement and Methodology:</p> <p>Data will be collected from service providers by Regional Centers.</p> <p>Outcomes:</p> <p>Data will be collected from service providers, by IRC Employment Specialists.</p> <p>IRC participated in job and employment fairs to promote employment opportunities for those who participate in the Paid Internship Program. This was conducted virtually to the best of our abilities as they were offered.</p> <p>IRC's Employment Specialists stressed the importance of the Paid Internship Program at the Vendor Advisory Committee and subcommittee meetings.</p>



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<b>Public Policy Measure</b>	<b>Actions to Attain Objectives</b>
<p>19. Per capita Purchase of Service expenditures by an individual's primary language (for primary languages chosen by 30 or more Clients).</p>	<p>Statement:</p> <p>It is important to IRC that Clients of every ethnicity, primary language, and age have access to services that they are eligible for, that will help them meet their needs/goals.</p> <p>Measurement and Methodology:</p> <p>Prior FY Purchase of Service data and CMF.</p> <p>Outcomes:</p> <p>IRC analyzed POS data, by primary language, to identify areas we may increase purchased services to help meet the needs of underserved populations.</p> <p><a href="https://www.inlandrc.org/wp-content/uploads/2020/07/FINAL-POS-Disparity-Report-FY-2018-2019.pdf">https://www.inlandrc.org/wp-content/uploads/2020/07/FINAL-POS-Disparity-Report-FY-2018-2019.pdf</a></p>



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<b>Public Policy</b>	<b>Actions to Attain Objectives</b>
<p>20. Increase the number and percent of adults residing in independent living settings.</p>	<p>Statement: Independent living can have many different meanings, but the key idea is a place where a person chooses to live.</p> <p>Measurement and Methodology: CMF residence code data for status 2 adults (18 years old and older) residing in independent living.</p> <p>Outcomes: See Measure #5.</p>



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<b>Public Policy Measure</b>	<b>Actions to Attain Objectives</b>
<p>21. Increase the number and percent of adults residing in supportive living settings.</p>	<p>Statement: IRC strives to assist Clients in exercising meaningful choice and control in their daily lives, including where and with whom to live.</p> <p>Measurement and Methodology: CMF residence code data for status 2 adults (18 years old and older) residing in supportive living settings.</p> <p>Outcomes: See Measure #5.</p>



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<b>Public Policy Measure</b>	<b>Actions to Attain Objectives</b>
<p>22. Increase the number and percentage of adults residing in Adult Family Home Agency homes.</p>	<p>Statement:</p> <p>Adult Family Home Agency homes and supports are a new option which enables adults with developmental disabilities to enter into partnerships with families that promote self-determination and interdependence.</p> <p>Measurement and Methodology:</p> <p>CMF residence code data for status 2 adults (18 years old and older) residing in Adult Family Home Agency homes.</p> <p>Outcomes:</p> <p>See Measure #5.</p>