

**IFSP State Council**

September 22, 2023, 12-2:30 p.m.

Registration link: <https://dbhds-virginia->

[gov.zoomgov.com/meeting/register/vJltcOiuqTMpHbPIQwNFPzeiqloyp0EGPXs#/registration](https://dbhds-virginia-gov.zoomgov.com/meeting/register/vJltcOiuqTMpHbPIQwNFPzeiqloyp0EGPXs#/registration)

**Attendees:** Heather Hines, Rhonda Gaines, Rachel Vamenta, Deanna Parker, Lauren Cunningham, Rosalia Fajardo, Christi Stafford, Donna Robel, Jen Reese, Jesse Monroe, Dana Koenig, Joan Brunner, Lisa Richard, Michelle Reed-Cox, Nickie Brandenburger, Rebecca Stickler, Renee Soniat, Sean Campbell, Shawn Kirk, Tammara Herbert, Tiffany Cobbs, Sara Thompson (joined later in the meeting)

**I. Introductions and agenda**

- a. Staff introductions and welcome
  - i. Deanna Parker: Thanked the Council for their dedication to being the community face for the agency. Introduced two new DS initiatives. The DS ambassadors list (community members who expressed interest in serving as volunteers in DD-related groups specific interest or expertise) and DD Community resource directory (existing resources in local communities). If anyone knows of a anyone who would want to serve in this role or a resource, they can email it to [IFSPCom@dbhds.virginia.gov](mailto:IFSPCom@dbhds.virginia.gov).
- b. Icebreaker: If you could teach a class about something not related to your work, what would it be?
- c. Educational presentation: Dr. Rosalia Fajardo, ENDependence Center of Northern Virginia
- d. Communications update
- e. General program updates
- f. Council business
- g. Wrap-up and adjourn

**II. Educational presentation: Why One Size Does Not Fit All: Outreach to Multicultural Families**

- a. Dr. Rosalia Fajardo is the director of the Multicultural Families at the ENDependence Center of Northern Virginia. Dr. Fajardo is a Colombian lawyer and community leader who has dedicated her efforts toward achieving growth of multicultural communities in the metropolitan Washington, D.C. area. She has worked for the past 25 years to create partnerships between families, schools, government agencies, and nonprofit foundations to promote equality, access, and social justice for the Latino community, including disability rights and special education. She has received numerous awards and recognition for her accomplishments and is the mother to Margarita Maria.
- b. Dr. Fajardo spoke about reviewed health disparities and inequities faced by individuals with I/DD in a healthcare environment, and shared several health advocacy tools and tip sheets that self-advocates and those supporting them can use.
- c. Please see the attached PDF of Dr. Fajardo's presentation following these minutes.
- d. To get in touch with Dr. Fajardo, please email [Rfajardo@ecvn.org](mailto:Rfajardo@ecvn.org) or call 703-867-6529.
- e. Questions: The Council had no questions, but thanked Dr. Fajardo in the chat.

- i. Rhonda’s takeaways: Respecting other cultures, be thoughtful in your approach, find out what a family needs, and go from there.
- ii. Heather’s takeaway for Council work: Even if we are not service providers, this can help us think about how we do outreach and work together to be inclusive of everyone in their communities.

### III. Communications update: Rachel

- a. Social media: Continuing with this business item since the June 2023 meeting. Activity 4.4.2 of the newly-revised IFSP State Plan has a target of 2 posts on each Regional Council Facebook page. Posts about resources and organizations are encouraged, and Hope to have new guidelines in time for next Council year that starts in January.
- b. New DBHDS logo and branding: Lauren Cunningham (Communications Director, DBHDS)
  - i. DBHDS unveiled a new logo and branding guidelines on Monday, Sept. 18<sup>th</sup>. The arrows in the new logo symbolize possibility, forward movement, recovery, and hope. The dots are meant to symbolize not the just people the agency serves, but all the people who make up our system, including staff and partners throughout the Commonwealth working toward a life of possibilities for all Virginians. The complete rebrand will not happen overnight, but was important to share with the Council and with IFSP, who are one of the agency’s biggest communicators.
  - ii. Part of this rebranding means working toward the “One DBHDS” initiative. However, because IFSP partners with My Life, My Community, IFSP can incorporate both DBHDS and My Life, My Community branding.
    - Rachel will work with the agency communications team to develop formal branding guidance for IFSP in time for the new Council year in January. The goal is to keep the look and feel recognizable going forward.
  - iii. Questions can be sent to Lauren or Rachel.
  - iv. Questions/comments:
    - Nickie: Should VCU begin using the new logo? Can we send the CFI communications team the logo files?  
Rachel will send Nickie the files.
    - Renee and Donna liked the new virtual meeting backgrounds and the look of the new logo. Nickie and Shawn liked the meaning behind the new logo.
- c. Getting Council feedback: At the June meeting, IFSP asked how this could be accomplished without overburdening Councilmembers about matters that are realistic and actionable. IFSP has sought feedback during State Council meetings, or asked Councilmembers to provide feedback via email.
  - i. Heather: After Sean suggested Microsoft Teams in June, IFSP was able to get a dedicated Teams channel set up for the Council. Has anyone used teams? It is important to gauge people’s experience and comfort level.
    - Shawn, Christi, and Dana have used Teams before.
    - Renee: What does it mean to have a Teams channel?  
Heather: A Teams channel allows a group to chat, store documents, and collaborate in real time.  
Christi: Compared Teams to a group text/instant messenger
    - Heather: Sometimes email gets lost in the shuffle, so Teams could be a solution for getting immediate feedback and collaborate in real time. IFSP could offer a live training about Teams for Councilmembers in January.

- DBHDS will stop using Zoom at the end of October, so IFSP will be shifting to Teams meetings.
- d. Annual mailer: The FY 24 Annual Notification to all individuals on the Waitlist was released electronically on Sept. 1<sup>st</sup> (<https://conta.cc/3rEkZik>) and the postal mail version went out between Sept. 11<sup>th</sup> and Sept. 12<sup>th</sup>.
- e. IFSPCom mailbox: Folks can also email IFSP here with resource suggestions for Facebook, the IFSP Digest, or My Life, My Community

#### IV. IFSP-Funding update:

- a. IFSP released the official Funding announcement on Monday, Sept. 18<sup>th</sup>:  
<https://conta.cc/46zzzaj>
  - i. The Funding Portal will be open to receive applications beginning on Monday, Oct. 16<sup>th</sup> through Wednesday, Nov. 14<sup>th</sup>.
  - ii. There will be live online trainings for the public, and separate trainings for support coordinators/case managers. This information is in the announcement. The trainings will be recorded and posted to the [IFSP-Funding page on My Life, My Community](#), along with other materials.
- b. Guidelines: No changes this year
  - i. All eligible individuals can apply at the same time, regardless of Waitlist Priority status. They will not need to know their Priority number to apply.
  - ii. Funding Portal enhancements to the application were made after feedback with CSBs, partners, and the Council:
    - Portal allows applicants to make changes to their applications before submitting their application; they can also withdraw a submitted application if they need to change it as long as they withdraw it before the Portal closes.
    - The login page was translated to Spanish.
    - The application can be used on mobile devices, including Apple devices that use Safari browsers.
    - Applicants can print their completed application.

#### V. IFSP State Plan Annual Report: This is posted on the DOJ Library at <https://dojsettlementagreement.virginia.gov>. Anyone can access this website and read the reports that show the program's progress towards meeting the IFSP State Plan goals and activities.

- a. Goal 1: Ensure that at least 3,000 individuals with developmental disabilities and their families have access to funding that prioritizes those with the greatest needs and most at risk of institutionalization every year.
  - i. Outcome 1.1: At least 1,250 individuals most at risk of institutionalization on the priority one waiting list receive funding each year.
    - Outcome 1.1 FY 2023 progress: In FY 2023, 1,261 individuals on the priority one waiting list received funding.
  - ii. Outcome 1.2: At least 2,500 individuals on priorities 2 and 3 through a random sampling methodology will receive funding annually until all individuals who wish to receive funding on Priority 2 and 3 have had an opportunity to receive funding.
    - Outcome 1.2 FY 2023 progress: In FY 2023, 2,509 individuals on priorities 2 and 3 received funding using a random sampling methodology.

- iii. Outcome 1.3: Annually review data from the funding cycle with both the state and regional councils to determine if modification to funding guidelines and/or applications are needed.
      - Outcome 1.3 FY 2023 progress: Funding data was shared with the State Council during the June Council meeting. No changes were made to the guidelines prior to the FY 24 funding cycle.
- b. Goal 2: Establish an active individual and family council structure that is made up of one statewide council and a regional council in each of the 5 DBHDS regions for the purpose of assessing needs and distributing information to individuals on the waiting list.
  - i. Outcome 2.1: Establish an IFSP State Council that advises DBHDS semi-annually on the priorities for Virginia’s Individual and Family Support Program.
    - Outcome 2.1 FY 2023 progress: The IFSP State Council continues to advise DBHDS.
  - ii. Outcome 2.2: Each of the 5 Regional Councils will develop a work plan and establish annual goals that include a regional gap analysis and plan for Increasing support for Virginians with Developmental Disabilities.
    - Outcome 2.2 FY 2023 progress: The 5 Regional Councils began meeting in June and will begin developing their regional plans in their next meetings.
  - iii. Outcome 2.3: Ensure there is at least one person with lived experience on the state and each regional council.
    - Outcome 2.3 FY 2023 Progress: 2 people on the State Council have lived experience as self-advocates. The rest are family members. All Regional Councils include at least 1 self-advocate, except for the Northern Region. The rest of the Regional Council members all have lived experience as family members.
- c. Goal 3: DBHDS develops a comprehensive communication plan that provides information to individuals and families as well as stakeholders who support them at least semi-annually.
  - i. Outcome 3.1: DBHDS produces an IFSP newsletter, once per month with feedback from the State and Regional Councils.
    - Outcome 3.1 FY 2023 progress: DBHDS produces an IFSP newsletter every month of FY 2023.
  - ii. Outcome 3.2: DBHDS with input from the state and regional councils will develop a process for ensuring, at a minimum, that people with lived experience who are the target audience have provided input and feedback on communications for families and self-advocates prior to any IFSP document distribution.
    - Outcome 3.2 FY 2023 Progress: The development of this process is in progress.
  - iii. Outcome 3.3: DBHDS will develop annual updates related to resources available to individuals waiting for services including but not limited to the funding program and case management services.
    - Outcome 3.3 FY 2023 progress: DBHDS sent out annual outreach materials to 95% of individuals on the DD Waiver WL. This mailer was sent in January 2023. The mailer included updates to resources available to individuals including but not limited to the funding program and case management services.

- iv. Outcome 3.4: DBHDS shares information with stakeholders who support individuals on the waiting list that help them link individuals to supports and services, at least 2 stakeholder groups are contacted annually.
  - Outcome 3.4 FY 2023 Progress: DBHDS continues to share information with stakeholders who support individuals on the waiting list. For FY 2023, the primary mailer campaign included medical professionals. The IFSP team also shared information at in-person and virtual events.
- d. Goal 4: The IFSP Program will connect individuals to appropriate supports and services while waiting on the waiting list through My Life My Community, Family to Family, Peer Supports and/or the Regional Council Structure.
  - i. Outcome 4.1: At least 50% of people who access the My Life, My Community website annually will be new users
    - Outcome 4.1 FY 23 Progress: This Outcome was met and will continue for FY 2023. 82% of people who accessed the MLMC website were new users.
  - ii. Outcome 4.2: At least 300 people will access the Family to Family Network (F2F) annually.
    - Outcome 4.2 FY 23 Progress: VCU/CFI reported 635 unduplicated calls for support in FY 2023. This outcome was met and will continue.
  - iii. Outcome 4.3: At least 40 people will request additional information on the peer mentoring (P2P) program.
    - Outcome 4.3: The Arc of Virginia reported 66 referrals for peer mentoring in FY 23. This outcome was met and will continue.
  - iv. Outcome 4.4: Regional Councils will leverage their Council Facebook pages to share two posts per month regarding resources or opportunities for individuals waiting for services.
    - Outcome 4.4 FY 23 Progress: This outcome is in progress and will continue.
- e. Questions/comments:
  - i. Sean: Shared a kudos with IFSP staff, and previously shared positive feedback with Heather Norton about IFSP staff and program over the last year. Also shared that VDOE uses fast track option for regulatory changes which is six months instead of a full year: Can IFSP explore this for the next Funding cycle?
    - Heather: The fast track option was initially explored. However, the connection of the guidelines to regulation did not allow time to implement changes based on Council and community feedback while going through the regulatory process. There was a time constraint on getting this done for the upcoming cycle, but it should be feasible in the future and will require a public comment period.

## VI. General program updates

- a. IFSP Annual Satisfaction Survey: Closes this Sunday, Sept. 24<sup>th</sup>. The Council is encouraged to share it with other Waitlist families: <https://tinyurl.com/IFSPAnnualSurveyFY23>
- b. Staffing update: IFSP Support Specialist position interviews have been conducted and IFSP has made recommendations to HR.
- c. Workgroup opportunity: Supported Decision-Making Advisory Group
  - i. Sara Thompson is the Community Resource Consultant Lead at DBHDS.
  - ii. Currently the group has four members and is made up of various stakeholders, including Sara. The group is seeking a self-advocate who either currently uses a supported decision-making agreement, or is interested in creating and utilizing a

supported decision-making agreement. The group meets every 3 months to discuss potential changes and feedback received at trainings or other events. They do the first rounds of review and edits to documents that are being changed.

- iii. If you or someone you know might be interested in joining this advisory group, please contact Sara: [Sara.Thompson@dbhds.virginia.gov](mailto:Sara.Thompson@dbhds.virginia.gov) or at 804-869-0591.

## **VII. Council business and wrap-up**

- a. Council Recruitment: IFSP will be working with VCU and Councilmembers to identify new members for the 2024 Council year that begins in January. The Council recruitment process will begin at the end of October. Councilmembers are encouraged to share nominations and recommendations via email and to copy their RNC on that message.
- b. Next Coordinated Regional Council meeting: Thursday, October 19<sup>th</sup> from 6 to 8 p.m. Sara will be the guest presenter for this meeting about Supported Decision-Making.
- c. January 2024 All-Council meeting: Friday, January 19<sup>th</sup>. For now, this meeting is planned to be held in-person in Richmond as IFSP monitors COVID-19 safety concerns; a virtual meeting can be an option.
- d. Please be on the lookout for and respond to correspondence from IFSP and RNCs so that the program can receive and implement feedback.
- e. IFSP Satisfaction Survey reminder: Please complete before it closes on September 24<sup>th</sup>: <https://tinyurl.com/IFSPAnnualSurveyFY23>
- f. Any questions or feedback about anything discussed (State Plan, Regional Councils, meeting format, stakeholder outreach) can go to [IFSPCommunity@dbhds.virginia.gov](mailto:IFSPCommunity@dbhds.virginia.gov). Communications questions or resources to share with IFSP can be sent to [IFSPCom@dbhds.virginia.gov](mailto:IFSPCom@dbhds.virginia.gov).



# Why One Size Does Not Fit All: Outreach to Multicultural Families

**Dr. Rosalia Fajardo**

ENDependence Center of Northern Virginia



## Dr. Rosalia Fajardo

Rosalia Fajardo is a Colombian lawyer and community leader who for more than a decade has dedicated her efforts to achieve the growth of the multicultural community of the Metropolitan area of Washington, D.C. She is a dreamer and an achiever that believes that only access to a great education and health is the key to the sustainable development of the Hispanic community, the family, and society. Dr. Fajardo has tirelessly worked for the past 25 years to create partnerships between families, schools, government agencies, and nonprofit foundations to promote equality, access, and social justice to the Latino community, including disability rights and those in need of special education.

She has been working dedicated to help Latino students with and without disabilities to succeed in their dreams to achieve college education, families to obtain health benefits. She is also the co-founder of the Latina Entrepreneur program at the Shirlington Employment and Education Center which provides direct technical assistance for women to create their own businesses. More than 800 Latina women have graduated from the program, many of them mothers of children and youth with disabilities. 70% of these women have started their own small business that they have kept active by being part of the economic development of Northern Virginia.





## Dr. Rosalia Fajardo: Awards and Recognition

For her work, she has received numerous awards and special recognitions, among them:

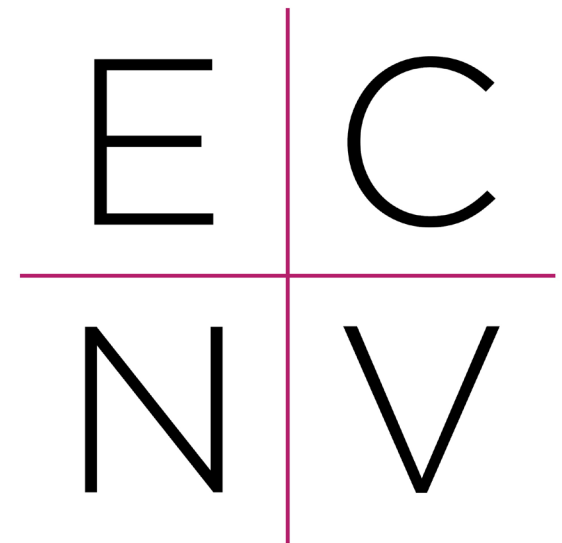
- 2009 SCAN award;
- National award “Mujer Maravilla 2023” by Hispanic Alliance for Career Enhancement;
- Lifetime achievement award by El Poder de Ser Mujer 2019;
- Disability Law Center of Virginia advocate of the year, 2021;
- Fairfax County Health Department COVID-19 hero, 2022;
- Arlington County COVID-19 Champion, 2021;
- Tiempo Latino Newspaper Hero of the Year, 2021; and
- Proud mother of Margarita Maria.



# Why One Size Does Not Fit All - Outreach to Multicultural Families

Rosalia Fajardo, Director,  
Multicultural Families

ENDependence Center of Northern Virginia



ENDependence Center  
of Northern Virginia

# Demographics

- As of 2020, the Hispanic population comprises 10.6% (908,749) of the Commonwealth of Virginia's total population according to the Census Bureau
- 56.5% of Latino Virginians are U.S. born (including from Puerto Rico).
- Foreign-born Latinos are primarily from El Salvador and Mexico with growing numbers from Honduras, Guatemala and Nicaragua.
- Virginia has 208,000 students of Latino heritage; 33% report having Limited English Proficiency (LEP).
- Per CENSUS 2020, 570,398 reside in Virginia. Largest AAPI ethnic groups in Virginia include: Indian (165,693), Filipino (11,7666), Chinese (100,763), Korean (91,323), Vietnamese (78,583), Other/ not specified (38,562). •Resource AAI.org

# Diversity within the Virginia Community

- Primary identity usually to home country
- Language
- Different geographic, economic and educational backgrounds.



# One Umbrella – Language-For Hispanics-

One-Umbrella for Asian  
and others Race -History

Diverse Factors for all

- Different languages and dialects, Education development .

**Importance of  
knowledge and cultural  
respect to build trust**



# Differences

## **Mainstream Culture**

- Perception of Disability
- “Mommy Network”
- Knowledge of “Special Education” and “Disability” words
- Privilege

## **Multicultural Culture**

- Perception of Disability
- Trusted networks unfamiliar with disability programs
- Unfamiliarity with special education and disability terms
- Oppression



# Build a Bridge

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- Build connection and trust in different ways
- Try to have someone who speaks native language ej: Spanish, – they don't feel like they are getting the full message with interpreters
- Do your homework – know about the specific communities
- Bring information about what you have to offer and how it will make a difference
- Conduct workshops and webinars in Spanish and Native language of those that you are serving – the language of connection



# Connections

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- Help teach “third language”
- Culturally Relevant translation
- Connect with trusted networks – This needs to be reciprocal
  - Pay for focus group
  - Bring bling to fairs
  - Attend their meetings and help them out
- This is a gradual process to build trust. Easier to destroy than to build



Vietnamese community  
serve in their own space,  
language and with cultural  
respect

## Isabella

- Mother founded social group
- Went to White House





David

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Fears and social barriers

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Trusted Disability Champion

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Outreach Partner

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Hopes and Dreams



# Las Emprendedoras

- A group of Latinas immigrants some of them with children with disabilities attending Baking training offer by el Poder de Ser Mujer partner of ECVN to provide skills that will help them to create their own small business .



# Take Aways

- Our bags may look the same, but we are very different inside.
- Consider ways to respect and embrace our differences.
- Go deeper to find out who you are serving and where they are coming from (builds trust).
- Begin with the schools and the family liaisons from the Latino community and other communities
- Consider the 2<sup>nd</sup> generation of immigrants who are bilingual who can be culturally trained in the disability world.
- Pay someone to present in Spanish and the native language of those who that are the community that you are serving.

• ***GRACIAS!!!***



# About ECNV

[www.ecvn.org](http://www.ecvn.org)

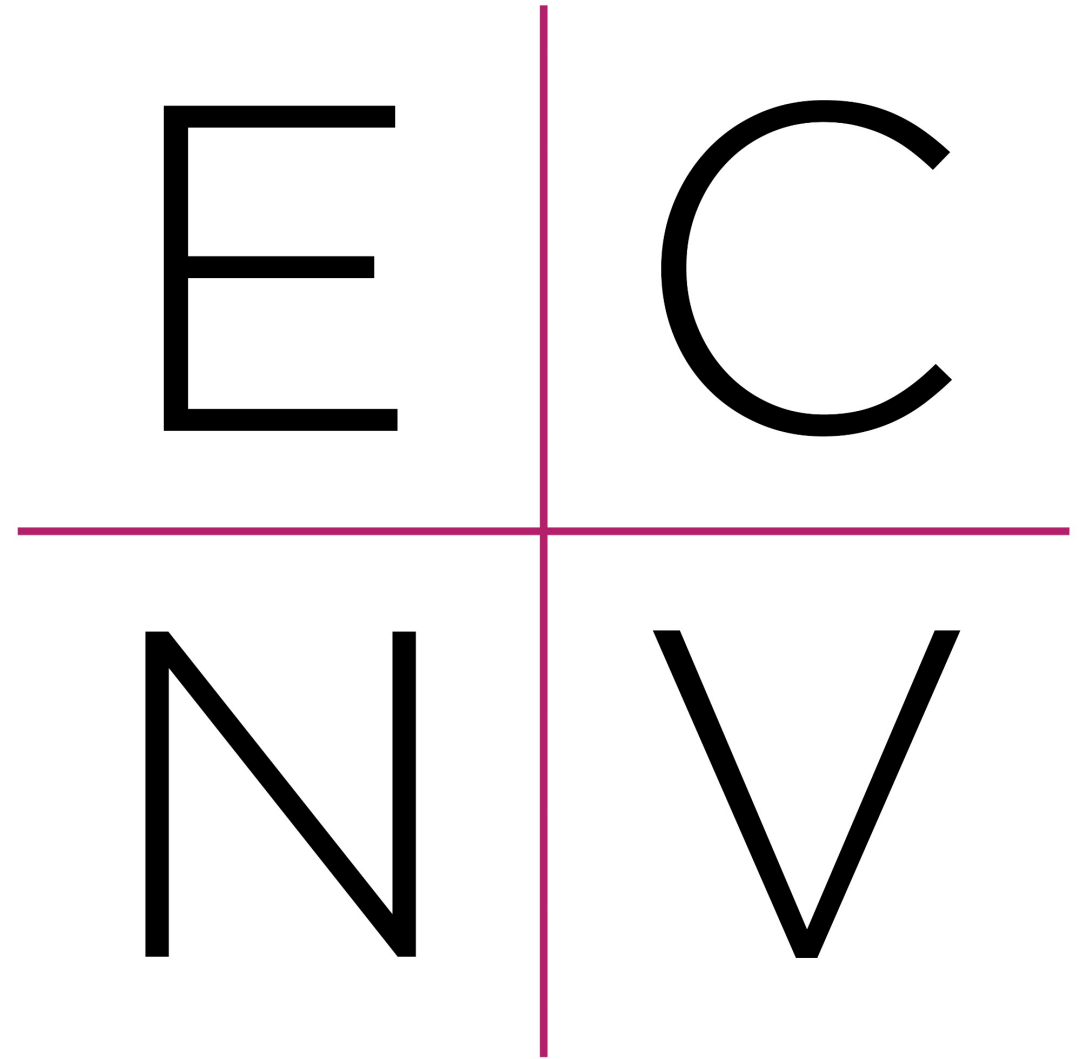
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Rosalia Fajardo

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