



www.sdrc.org



SDRC

# THE SDRC REPORT

To serve and empower persons with developmental disabilities and their families to achieve their goals with community partners.



## Dr. Temple Grandin's Presentation Coming Virtually to Imperial Valley

Dr. Temple Grandin is one of the first autistic people to document the insights she gained from her personal experience of autism. She is an American scientist, academic, and animal behaviorist who became a prominent author and speaker on autism and animal behavior. Today she is a professor of Animal Science at Colorado State University.

On **Monday, September 19th**, Dr. Temple Grandin will present virtually at the Imperial Office of Education, where she will be discussing her experiences as a young child with autism. In December, Dr. Grandin will visit San Diego and Imperial Valley. SDRC is partnering with ASIC (Autism Support Imperial County) for her visit as a guest speaker at several events.

[Click here for the virtual presentation details](#)

*"I am different, not less." - Temple Grandin.*

September 2022

### STAY INFORMED

News and Updates	2
Welcome New Staff	3
Meet the New SSTAC Representative	4
Meet the Board	4
Staff Spotlight	5
Department Spotlight	6
CA Initiative	6
Employees of Distinction	7
LEAP	8
Coming Soon	9



## International Day of Sign Languages

The United Nations declared September 23 as the **International Day of Sign Languages** to raise awareness about Deaf culture and their sign languages, which are inseparable just like other cultures and their spoken languages. It is celebrated every year along with **International Week of the Deaf**.

In honor of these commemorative holidays, **Monique McIntosh**, our Deaf & Hard of Hearing Specialist, will be hosting a **LEAP** session on **Tuesday, September 20, from 10am-11am**, where she will provide an overview of her role, deaf and hard-of-hearing etiquette/ culture, Deaf+ individuals, and provide recommendations on how to best support this community.

**Introduction of Deaf and Hard of Hearing Community Specialist**



**Register [HERE](#)**



## Staff Survey Update

Managers have been identified to participate in Break Out Groups that will focus on the four (4) priority areas identified by your input. Each group will be facilitated by members of the Executive Leadership Team and meeting dates/times are now being scheduled for the Break Out Groups.

- **Consistency** (and training as it relates to the outcome of consistency)
- **Communication** (and as linked with Culture and Trust)
- **Information Technology**
- **Compensation** (and Equitable Growth and Remote Work)



## August Events



*Yesenia Rodriguez and Elizabeth Almeida Represent SDRC at the La Maestra Event*

**La Maestra** holds monthly events to provide families with resources, and SDRC is one of those resources. La Maestra offers medical, dental, food pantry, immigration, and homeless services. Funding for this project is provided by DDS's **American Rescue Plan Act (ARPA)**.

The ARPA project is a new initiative introduced by the Department of Developmental Services (DDS) in 2021 for targeted and culturally sensitive outreach. This is a pilot project to increase Early Start enrollment for children from communities with low participation rates in Early Start, specifically families experiencing homelessness, families that are fearful of accessing services due to their immigration status, or both.



# Welcome to SDRC!



The February Group



Be sure to say hello to some of our newest team members!



The August Group



# Social Services Transportation Advisory Council

**Todd Lordson**, the Transportation Coordinator in the Community Services Department has been appointed to represent SDRC as the Social Services Transportation Advisory Council (SSTAC) liaison.



SSTAC is an advisory group to the San Diego Association of Governments (SANDAG). It comprises 21 members representing social service agencies, individuals, transportation providers, and the Consolidated Transportation Services Agency. Per requirements, the group meets monthly to discuss transportation needs. It holds at least one public meeting each year to solicit input on transportation needs from seniors, persons with developmental disabilities, and persons with limited means.

Todd has been a staff member with SDRC starting in 1998. He has held positions in client services, SANDIS, and transportation. During his time with SDRC, Todd has been called back to action with the US Military twice to serve our country.

The question, "What does he enjoy most about his position with SDRC" he responded, "I value the people I work with."

For further information on SSTAC, please visit [www.sandag.org](http://www.sandag.org). Congratulations to Todd on his previous achievements and the future ones with SDRC and SSTAC!



# Improving Services to Tribal Communities

In June, the San Diego Regional Center partnered with the California Tribal Families Coalition (CTFC), DDS, Sycuan Band of the Kumeyaay Nation, and Kern and Far Northern Regional Centers for the 1st Annual California American Indian Disability Symposium.

Discussion points included building awareness of developmental services available to California's Tribal communities, challenges and recommendations for engaging with tribes about developmental programs, and how to address the lack of public information and intervention services for tribal families.

Guest speakers included Nancy Bargmann, DDS Director, and our very own Mark Klaus and Kate Kinnamont.

This was just the beginning of understanding our role and the importance of serving the tribal communities better.

**Giving Back Magazine** was there to capture some of the guests.



[Click here to access the full issue of GB](#)

# IN THE SPOTLIGHT



## Associate Executive Director, Kate Kinnamont

Kate started as an Intake Service Coordinator, working closely with clients and their families. She later advanced to program manager, then Regional Manager, before accepting the Director of Client Services position in January 2020. Kate brings over 23 years of experience with SDRC to her current role as the Associate Executive Director.



### More About Kate

#### Where were you born and raised, and how many siblings are in your family?

I was born and raised in the Philippines and am the oldest of six children. I have three siblings who reside in the Philippines with their families. My brother Dan is an Ophthalmologist and married and with one child. My sister Karina is a Dentist and married with three children. My sister Karoline is a Chief Financial Officer and married with three children. My sister Kristine lives in Indiana with her husband and two children. My youngest brother passed away in June of 2020 and is survived by his two children.

#### What do you like to do in your spare time?

My husband and I like to hang out, travel, and spend time with family and friends.

#### How many kids and grandkids do you have?

I have two children. Kristofer is married to his lovely wife, Natosha. He is a Captain in the US Army stationed in Ft. Benning and has a fur baby named Hurley. Kaitlin just completed her Masters of Science in Speech, Language & Communication Disorders and lives in Orange County.

#### Why did you get into this business?

My previous work experience has always been related to mental health and substance use disorders. However, the work that resonated with me the most was my experience with individuals who are dually diagnosed.

I love that the work we do gives families and individuals hope for their future.

**What is one of your greatest accomplishments?**  
My children.

**What is the most important characteristic of a good leader?**

A leader who leads from the heart. Leadership is not about a title. It's about influence, impact, and inspiration.

**What do you value in a person most of all?**

Honesty and integrity.

**Where do you hope to travel to in the next five years and why?**

My cousin is getting married in England in 2023. We have plans to attend and, while there, visit Scotland, where my husband's ancestors are from. We also plan to travel to the Amalfi Coast (Italy), Spain, and Portugal sometime in the next few years.

**What is the best advice you ever received?**

Treat people the way you want to be treated.

**Tell us one thing people would be surprised to know about you.**

In September 1993, I was asked to conduct drug and alcohol training on board the then newest aircraft carrier, the USS George Washington. The carrier was an all-male crew, and only female pilots were allowed on board. I conducted training for 11 days while the crew completed their qualification to go on their first deployment. It was an experience of a lifetime!

# DEPARTMENT SPOTLIGHT

## Meet the IT Department

At the helm of the department is Seth Mader, SDRC's CIO. Jose Rosas supervises the IT Network team. Nancy Lorch supervises the SANDIS Development team, and Adriana Rivas supervises the SANDIS Support team.

If you use SANDIS or UFS, our SANDIS Support team provides training and technical assistance for those programs. If you use anything connected to the Internet (e.g., computers, phones, copiers, A/V, email, MS Office, etc.), our IT Network team, including our Helpdesk, provides support for those.

**THEIR MISSION IS:** *To provide effective technology tools and infrastructure necessary for the agency to serve and empower individuals with developmental disabilities and their families to realize their full potential along with the help of our community partners.*

Some of the items the Network team is working on are the migration of documents from On Base to Therefore, updating our HR database, installing computers and phones to support our rapidly growing workforce, supervising the pilot of possibly replacing iPads with laptops, and exploring other ways to better support our employees working a hybrid work schedule.

The SANDIS teams are working with other regional centers to allow third-party programs to import information into and out of SANDIS, assist other SDRC departments to make massive vendor rate changes, and develop new software enhancements.

If you have an IT issue, feel free to email us at [helpdesk@sdrc.org](mailto:helpdesk@sdrc.org)

[Check out the SANDIS newsletter](#)



## California Initiatives

Support for Aging & Disabled Californians



**Governor Newsom's Blueprint** builds on last year's historic investments to expand Home Care choices for adults and families, with unprecedented support for home and community services, care navigation, affordability (via Medi-Cal expansions to older and disabled adults), and workforce.

This year's investments focus on the workforce and take an additional step on affordability:

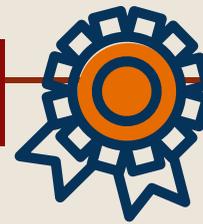
**\$1.7 billion in the Care Economy Workforce** to expand, support, and diversify the health and human services workforce essential to community living.

**Reduced Medi-Cal premiums for working adults with disabilities**, making health and home care more affordable.

**\$24.8 million for a permanent backup provider system in In-Home Supportive Services**, to avoid disruptions to caregiving due to immediate need or emergency.

**The Blueprint will provide a full expansion of Medi-Cal access to all eligible Californians regardless of immigration status**, including an estimated 764,000 undocumented immigrants. Under Governor Newsom's leadership, California has expanded the Medi-Cal program to cover young adults and older adults over age 50 regardless of immigration status.

[Continued reading about The California Blueprint](#)



## Kim Hosburg & Kathi Rubio

*Nominated by Christine Lux-Whiting and Maria Hanks:*

Kim and Kathi organized the agency's annual picnic in addition to all their regular job duties.

The day was a big success, with attendance that surpassed previous years. It is tremendous work to plan and hold an event with over 500 people.

Kim has been employed at SDRC for twenty years and Kathi for twenty-two. They are the consummate keepers of agency spirit.

Kathi Rubio has always worked in the Business Services Department. Currently, she is our Purchasing Coordinator. Other positions that Kathi has held are Fiscal Assistant and Accounting Coordinator. Kathi is the epitome of a team player.

Kim Hosburg provides integral support to the Director, Associate Director, and Training and Hiring Manager of the Client Services Department. She coordinates and assists with the interviews of the Service Coordinator, Program, and Client Services Managers.

She single-handedly collects and organizes information and prepares the binders for the New Service Coordinator and Program Managers' training. She takes the lead in tracking DDS conservatorship and works with the Service Coordinators to obtain the needed report to send to DDS on time. She volunteers to assist other departments when required.

## Diana Perez

*Nominated by Christine Lux-Whiting:*

Open enrollment for insurance was conducted online for the first time in May. It was a major undertaking to make this change from a paper process for over 600 employees.

Diana had to coordinate with the insurance broker and the company selected for enrollment. Many meetings were held, employees were notified, and reminders were sent. Diana was recognized by the broker for her seamless handling of open enrollment.

Diana has been with SDRC for eighteen years and has worked as the Benefits Coordinator for a year and a half. The other positions she has held are receptionist, secretary, document imaging specialist, and human resources, assistant. Diana has excellent customer service skills and a keen sense of humor.

Effective leadership is not about making speeches or being liked; leadership is defined by results not attributes.

— Peter Druker



# LEAP

Learning & Education for All Professionals

**LEAP** is a comprehensive and centralized system for training and to help you further your professional development. It offers a variety of training modules that tracks your progress.

The training modules offer both online and instructor-led classes.

## Benefits of Online Training:

Online training provides convenience and time efficiency. The on-demand training is self-paced, convenient, and competency-based (most training modules have activities that assess competency).

**Relevant:** Course content includes current topics, and e-Learning ensures training applies to your career path.

By providing an interactive environment with dynamic content, e-Learning not only effectively keeps people up-to-date but interested as well.

**LEAP** reporting tools help managers by monitoring staff progress and heightening accountability.

## Don't Have a LEAP Account?

**New employees must register.** If you have recently changed your name please log in using your existing account and update the information on your profile to reflect the new name/email.

Create your **LEAP** account [HERE!](#)

## JUST ADDED on LEAP



The following courses have been recently added to the LEAP library and are open for enrollment. *Some may be considered mandatory for ALL STAFF or a particular DEPARTMENT.* **Registration is required for participation.**

- **Social/Recreational, Non-Medical Therapies, and Camp Services** – Training offered via ZOOM - Register [HERE](#)
- **Workplace Safety Training** – Training offered at each location in person and via ZOOM. Register for your corresponding location below:
  - [Eastlake](#)
  - [National City](#)
  - [Carmel Mountain](#)
  - [Carlsbad](#)
  - [Santee](#)
  - [Imperial](#)
  - [Kearny Mesa](#)
- **Introduction of Deaf and Hard of Hearing Community Specialist** – Training offered via ZOOM - Register [HERE](#)



## MESSAGE FROM THE SAFETY COMMITTEE

The Safety Committee would like to remind everyone of the upcoming **mandatory Workplace Safety Training** available via zoom and in-person. This training will provide staff with ways to remain safe in the office during an emergency. Please register on leap and remind your co-workers of the upcoming dates. Stay safe!



## WIN Some Swag!

Demonstrate the way you use **Person Centered Thinking Tools** in your day-to-day work.

To embed PCT practices agency-wide, The SDRC Report will highlight a "Tool of the Month." A winner will be chosen at random from all qualified submissions. Submit to [communications@sdrc.org](mailto:communications@sdrc.org) by September 25th.

LEARN MORE

## PCT Tool of the Month Learning Log - [USE IT NOW](#)

**What it does:** It gives you a process to help you to record what you are learning while supporting someone. It is most useful when people are trying out new activities or are being supported by a new staff member. By capturing this information and reviewing it, the whole team can keep learning how to give the best support.

**How it helps:** Learning logs ensure that in-depth knowledge and understanding of a person is shared with the wider team so they can support them well. They should be reviewed regularly by team leaders and shared with the people involved in the support.

## DID YOU KNOW?

You have access to view all emails that are trapped in your Quarantine. To view and, in some cases, release emails in your Proofpoint Quarantine, visit the [Proofpoint](#) website. You will need to enter your email address and password to gain access. If you do not know your password, you can update that password by using the "Forgot Password" option on the login screen.



## ANNOUNCING...

### The Tribute Program

Reward and recognize your co-workers for their good work and contributions. Each tribute will be thrown into a monthly drawing for a chance to win SDRC t-shirts, polo shirts, water bottles, and more! All nominees will be mentioned in this newsletter. ✨

[Recognize someone today!](#)



## September Events

### Barona 50th Annual Powwow

Friday, September 2 thru Saturday, September 3 at Barona Sports Complex, Indian Reservation, 1095 Barona Rd, Lakeside

### Sycuan Annual Powwow

Friday, September 9 thru Saturday, September 10 at Sycuan Indian Reservation 5459 Sycuan Road, El Cajon

*Both events support the LACC initiative*

## Volunteer for an Event!

We're looking for staff who enjoy meeting people and the opportunity to do something different. Sign up as an event volunteer to represent SDRC. Complete the [Event Volunteer Form](#) located on Wiki and submit it to [communications@sdrc.org](mailto:communications@sdrc.org).

For event information please visit Wiki's [Resource Events](#) list.



SDRC

NEWSLETTER  
CONTENT SUBMISSIONS

CONTACT US

