

**North Bay Regional Center
Board of Directors'
Cultural and Linguistic Competency Committee (CLCC) meeting
June 10, 2024, from 10 - 11:30 AM
In person in Napa Office Board Room**

AGENDA

- I. Call to Order**
- II. Introduction**
- III. Review of Minutes of May 16, 2024**
- IV. Land Acknowledgement**
- V. Covenant for Brave Space**
- VI. Independent Evaluation of the Services and Access and Equity Program -
Georgetown University National Center for Cultural Competence**
- VII. Review and Discussion of Board policies**
- VIII. Meeting Adjourned**

The next CLCC meeting is on July 18, 2024 at 12:00 PM

**North Bay Regional Center Board of Directors’
Cultural and Linguistic Competency Committee (CLCC)
Thursday, May 16, 2024 at 12:00 PM**

- Board Members Present:** Rosemarie Pérez, Board President and CLCC Chair
Joanne Giardello, RRAC Chair
- NBRC Staff Present:** Gabriel Rogin, Executive Director
Mariam Guirguis, Executive Assistant-Compliance
Jessica Hetherington, Specialized Service Coordinator
Abigail Andrade, Community Outreach and Engagement Specialist
Anaid Carreno, Diversity and Equity Specialist
Ellisa Reiff, Self-Determination Program (SDP) Supervisor
Geri Audette, Training & Communications Specialist
- VAC Representative:** Taylor Berry, 24-Hour Care, VAC Representative
- Community Members Present:** Derek Hearhtower, Community Member

Minutes

I. Call to Order

Rosemarie Pérez, Board President and CLCC Chair, called the meeting to order at 12:00 PM and welcomed the Committee members and attendees for joining the meeting.

II. Introductions

The Committee members and attendees introduced themselves.

III. Review of Minutes

The Committee agreed that the minutes of the April 18, 2024 meeting looked accurate.

IV. Land Acknowledgement

Rosemarie Pérez, Board President and Chair, recognized the Land Acknowledgement.

V. Covenant for Brave Space

The Committee reviewed the Covenant for Brave Space before moving onto the next agenda item.

VI. CLC Updates

a. NBRC Staff

- Abigail Andrade, Community Outreach and Engagement Specialist provided an update on initiatives, focus groups and cultural events as follows:

- Two Focus group meetings in collaboration with Dr. Katie Pedgrift to present information about the Relationships Decoded curriculum in May.
 - A Focus group in July on SLS and ILS.
 - Community events hosted by the Cultural Connections Committee.
 - Summer Resource Fair on July 19.
 - Family Reunion on September 14.
- Gabriel Rogin, Executive Director, emphasized the need for a strategic approach to equity within the agency, setting objectives and creating a plan with measurable outcomes.
 - Ellisa Reiff, Self-Determination Program (SDP) Supervisor informed the team about the Self-Determination presentation in Spanish to the Latino community that will take place in September in collaboration with Matrix and ParentsCAN.
 - Anaid Carreno, Diversity and Equity Specialist, invited Ellisa Reiff, Self-Determination Program Supervisor and her team to take part in some outreach events, focus group meetings and workshops to talk about the Self-Determination Program as part of the services offered by NBRC.

VII. Board Policy Update

a. Service Equity, Diversity and Inclusion Policy's proposed amendments

- Jessica Hetherington, Specialized Service Coordinator, presented the final amendments to the revised Service Equity, Diversity and Inclusion Policy to reflect people's names and gender identity.
- The Committee agreed to include statements about discrimination based on gender identity and respecting individual choice.
- Rosemarie Pérez, Board President and CLCC Chair, suggested referring the policy back to the Board for approval of the amendments.

b. Education and Wellbeing Policy amendments

- Anaid Carreno, Diversity and Equity Specialist, presented the amendments to the revised Education and Wellbeing Policy.
- Joanne Giardello, RRAC Chair, suggested modifying the section about staff role to avoid portraying them as experts, which led to a discussion about the potential loss of faith in their decisions.
- Gabriel Rogin, Executive Director, suggested reviewing all policies to discuss these issues further and clarify their approval status.
- The Committee agreed to hold the next meeting in person in the Napa office to discuss and review all outstanding policies.

VIII. Board Policy for Review

a. Outstanding Board Policies for Review

i. Central Role of Parents (No. 3)

- The Committee discussed the need for a policy that clarifies the role of self-advocates and their support systems. The concept of a central role for families as a source of support needs to be discussed further.
- The Committee will review this policy in the next meeting.

IX. Public Comment

None.

X. Meeting Adjourned

Rosemarie Pérez, Board President and CLCC Chair, expressed her appreciation for the discussion and collaboration.

Rosemarie Pérez, Board President and CLCC Chair, adjourned the meeting at 1:00 PM.

The next CLCC meeting will be held in person on June 10, 2024, at 10:00 AM in Napa Office Board Room.