

**North Bay Regional Center
Board of Directors'
Cultural and Linguistic Competency Committee (CLCC) meeting
July 17, 2025 at 12 PM**

AGENDA

- I. Call to Order**
- II. Introduction**
- III. Review of Minutes of May 15, 2025**
- IV. Land Acknowledgement**
- V. Covenant for Brave Space**
- VI. CLC Updates**
 - a. NBRC Staff**
- VII. Board Policies:**
 - a. Update on Person-Centered Policy**
 - b. Update on Accessibility of Facilities Policy**
 - c. Update on Integrated Programs Policy**
- VIII. Meeting Adjourned**

The next CLCC meeting is on August 21, 2025 at 12:00 PM

Join Zoom Meeting

<https://us02web.zoom.us/j/82992695473?pwd=VFZuWVdCVEhkamVySmM0YVhIQ0pzdz09>

Meeting ID: 829 9269 5473

Passcode: 223681

**North Bay Regional Center Board of Directors’
Cultural and Linguistic Competency Committee (CLCC) Meeting
Thursday, May 15, 2025 at 12:00 PM
Via Zoom**

Board Members Present: Joanne Giardello, Board Member and CLCC Chair
Martha Valdez, Board President
Sara Speck, Board Vice President
Cheryl Snavelly, Board Member
Alan Kerzin, Board Member

NBRC Staff Present: Gabriel Rogin, Executive Director
Mariam Guirguis, Executive Assistant & Compliance Specialist
Claudia Ritchie, Director of Equity and Engagement
Geri Audette, Training & Communications Specialist
Jessica Hetherington, Generic Resource Specialist
Maria Marino, Emergency Mgmt. & Facilities Coordinator

Guests: Rosemarie Pérez, former Board Member and CLCC Chair
Adriana Diaz, 24-Hour Home Care

Minutes

I. Call to Order

Joanne Giardello, Board Member and CLCC Chair, called the meeting to order at 12:00 PM and welcomed the Committee members and *guests* 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 17, 2025 meeting looked accurate.

IV. Land Acknowledgement

Geri Audette, Training & Communications Specialist, read the Land Acknowledgement.

V. Covenant for Brave Space

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

VI. CLC Updates

a. NBRC Staff

- **Jessica Hetherington, Generic Resource Specialist**, reported on her work with generic resource referrals noting they have been approaching thousands since she started. She also mentioned concerns about proposed medical insurance cuts for undocumented people.
- **Claudia Ritchie, Director of Equity and Engagement**, expressed gratitude for the strong team involved in outreach efforts and highlighted positive community feedback about NBRC's impact.
- **Claudia Ritchie, Director of Equity and Engagement**, praised **Abigail Andrade, Community Outreach and Engagement Specialist**, for her work on the Typing Club event and secure workshops with the Botanical Bus, which provide culturally appropriate healing practices for the Latino community.
- **Rosemarie Perez, former Board Member and CLCC Chair**, clarified that while NBRC is aware of some community events, they do not have a comprehensive list of all community-organized events.
- **Joanne Giardello, Board Member and CLCC Chair**, inquired about a Filipino-focused community event, that they are not currently aware of, and the Committee agreed to revisit this topic later.

VII. Review and Discussion of outstanding Board Policies

a. Person Centered Policy (No. 3)

- **Gabriel Rogin, Executive Director, Claudia Ritchie, Director of Equity and Engagement, Geri Audette, Training & Communications Specialist, Jessica Hetherington, Generic Resource Specialist**, agreed to form a subcommittee to address concerns raised in the meeting and to use less definitive language of the Person-Centered Policy.
- The Subcommittee will define culture and other key terms to focus striking a balance between client's safety and client's self-determination in the Person-Centered Policy.
- The Subcommittee will differentiate language to refine roles between adults and minors and the role of the planning team in the Person-Centered Policy.
- The Committee plans to present an updated version to staff and the Board.
- **Sarah Speck, Board Vice President**, will share the Person-Centered Policy discussion in the next Client Advisory Committee (CAC) on June 6th to get more feedback.

b. Accessibility of Facilities Policy (No. 14)

- **Gabriel Rogin, Executive Director**, will invite **Isabel Calder, CFO**, to a future committee meeting to discuss the upcoming lobbies' renovations to make them more welcoming, user friendly, including accessibility improvements.
- **Geri Audette, Training & Communications Specialist**, will continue working on displaying client work and performing art videos in NBRC lobbies and compile a list of service providers for performing art programs in different counties.
- The Committee agreed to start with simpler changes, such as adding color and displaying community events on existing TVs in the lobbies.
- **Joanne Giardello, Board Member and CLCC Chair**, shared a story about Mary Ida Cook, who independently displayed client artwork at NBRC.

c. **Integrated Programs Policy (No. 16)**

- The Committee will review the feedback shared by ***Gabriel Rogin, Executive Director***, on integrated programs policy at the next meeting and decide if the policy is needed.

VIII. Meeting Adjourned

Joanne Giardello, Board Member and CLCC Chair, adjourned the meeting at 1:00 PM.

The next CLCC meeting will be rescheduled to July 17, 2025 due to agency holiday on June 19th to observe Juneteenth.