

**North Bay Regional Center  
Board of Directors'  
Cultural and Linguistic Competency Committee (CLCC) meeting  
August 21, 2025 at 12 PM**

**AGENDA**

- I. Call to Order**
- II. Introduction**
- III. Review of Minutes of July 17, 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 September 18, 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, July 17, 2025 at 12:00 PM**  
**Via Zoom**

**Board Members Present:** Joanne Giardello, Board Member and CLCC Chair  
Cheryl Snavelly, Board President

**NBRC Staff Present:** Mariam Guirguis, Executive Assistant & Compliance Specialist  
Claudia Ritchie, Director of Equity and Engagement  
Geri Audette, Training & Communications Specialist  
Jessica Hetherington, Generic Resource Specialist  
Anaid Careno, Diversity and Equity Specialist  
Maria Marino, Emergency Mgmt. & Facilities Coordinator  
Isabel Calder, CFO

**Guests:** Rosemarie Perez, 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 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 May 15, 2025 meeting looked accurate.

**IV. Land Acknowledgement**

*Joanne Giardello, Board Member and CLCC Chair*, read the revised Land Acknowledgement.

**V. Covenant for Brave Space**

*Anaid Careno, Diversity and Equity Specialist*, read the Covenant for Brave Space before moving onto the next agenda item.

**VI. CLC Updates**

No updates.

## **VII. Review and Discussion of outstanding Board Policies**

### **a. Person Centered Policy (No. 3)**

- *Claudia Ritchie, Director of Equity and Engagement*, presented updates on the Person-Centered Policy.
- The Team discussed language related to cultural barriers and access to services, focusing on how to phrase expectations.
- The Team agreed to remove “differing expectations” and replace it with “acknowledge diverse perspectives” under the cultural barriers section.
- The Team agreed to replace the term “unconserved” with “adults”, while maintaining the legal distinction between minors and conserved adults.
- The Team agreed to seek additional input from legal experts and conservatorship specialists to better align the policy with both person-centered principles and legal requirements.
- The Team noted the need to carefully balance representing the client’s voice while respecting the conservator’s legal authority as required by the Lanterman Act.
- *Claudia Ritchie, Director of Equity and Engagement*, mentioned that she will bring this policy to the Client Advisory Committee for their input.

### **b. Accessibility of Facilities Policy (No. 14)**

- *Isabel Calder, CFO*, discussed Office renovations at the Napa Office, including new carpet, flooring and kitchen appliances, as well as the addition of two gender-neutral bathrooms, and two Zoom rooms.
- *Isabel Calder, CFO*, presented plans for securing the reception area with a door and fob access, though she noted limited options for making the reception area more welcoming due to glass walls.
- *Isabel Calder, CFO*, agreed to consult with the contractor and landlords the possibility of installing bidets in the gender-neutral bathrooms, particularly in the Napa Office after Joanne Giardello, Board Member and CLCC Chair, raised the issue during a previous board meeting.
- *Joanne Giardello, Board Member and CLCC Chair*, emphasized the importance of meeting diverse accessibility needs.

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

- The Committee will continue discussion in the next meeting to determine if the policy will be utilized.

## **VIII. Meeting Adjourned**

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

**The next CLCC meeting will be held on August 21, 2025, at 12:00 PM.**