

**North Bay Regional Center  
Board of Directors'  
Cultural and Linguistic Competency Committee (CLCC) meeting  
September 19, 2024 at 12 PM**

**AGENDA**

- I. Call to Order**
- II. Introduction**
- III. Review of Minutes of August 22, 2024**
- IV. Land Acknowledgement**
- V. Covenant for Brave Space**
- VI. CLC Updates**
  - a. NBRC Staff**
- VII. Review and Discussion of outstanding Board Policies:**
  - a. Central Role of Parents Policy**
  - b. Accessibility of Facilities Policy**
  - c. Integrated Programs Policy**
- VIII. Meeting Adjourned**

**The next CLCC meeting is on October 17, 2024 at 12:00 PM**

**North Bay Regional Center Board of Directors’  
Cultural and Linguistic Competency Committee (CLCC) Meeting  
Wednesday, August 22, 2024 at 12:00 PM  
Via Zoom**

**Board Members Present:** Rosemarie Pérez, Board President and CLCC Chair  
Sara Speck, Board Vice President  
Joanne Giardello, Board Member  
Sahira Arroyos, Board Member

**NBRC Staff Present:** Gabriel Rogin, Executive Director  
Mariam Guirguis, Executive Assistant & Compliance Specialist  
Abigail Andrade, Community Outreach and Engagement Specialist  
Anaid Carreno, Diversity and Equity Specialist  
Geri Audette, Training & Communications Specialist  
Maria Marino, Emergency Mgmt. & Facilities Coordinator

**Guests:** Derek Hearhtower, Community Member  
Taylor Berry, 24-Hour Care, VAC Representative

**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 July 18, 2024 meeting looked accurate.

**IV. Land Acknowledgement**

Anaid Carreno, Diversity and Equity Specialist, read the Land Acknowledgement.

**V. Covenant for Brave Space**

Geri Audette, Training & Communications Specialist, read 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 as follows:
  - “The Family Reunion” Conference will be held on September 14, 2024, at the Backdrop in Santa Rosa. Here is the link [The Reunion Save the Date!.pdf](#)
  - You can email [deib@nbro.net](mailto:deib@nbro.net) for further information.
  - Gabriel Rogin, Executive Director, announced a new approved position of Director of Equity Engagement to enhance leadership and capacity in these areas that will be funded by DDS.
  - *Rosemarie Pérez, Board President and CLCC Chair*, and *Joanne Giardello, Board Member*, stressed the need for new board memberships, particularly from Sonoma and Napa.

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

### **a. Central Role of Parents (No. 3)**

- *Geri Audette, Training & Communications Specialist*, presented a draft of the revised policy reflecting a person-centered language.
- The purpose of the policy is to empower clients, respect and honor their choices using a person-centered approach, honor their circle of support including families and self-advocates.
- The policy ensures the client’s voice, individualized program plans, cultural preferences and background are central to the support provided.
- The Committee agreed to focus on clearer explanations and adhering to standard format for all policies.
- *Sara Speck, Board Vice President*, suggested sharing the proposed suggestions with the Client Advisory Committee for their input.
- The Committee discussed the potential for self determination plans and the inclusion of cultural practices and aspects in support groups.
- *Rosemarie Pérez, Board President and CLCC Chair*, and *Geri Audette, Training & Communications Specialist*, agreed to work together on language for a purpose statement to include in the policy.

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

- *Anaid Carreno, Diversity and Equity Specialist*, was assigned to find inclusive language including the purpose, true accessibility and the intention for this policy.
- *Anaid Carreno, Diversity and Equity Specialist*, invited *Maria Marino, Emergency Mgmt. & Facilities Coordinator*, to give her insights into some safety measures for people with disabilities who would benefit from this policy.
- *Maria Marino, Emergency Mgmt. & Facilities Coordinator*, highlighted the need to consider a broad range of accessibility facilities, including those for the deaf, hard of hearing, and physically impaired and challenges of restrooms usage.

- *Anaid Carreno, Diversity and Equity Specialist*, proposed implementing a question about accessibility in their surveys.
- The Committee agreed to consult with *Katy Vanzant, Quality Assurance Supervisor*, about the requirements for licensing homes and to use the most updated California Access Compliance Advisory Reference Manual as a guide.
- The Committee discussed the need for a policy to promote independence and integrated settings.
- *Sara Speck, Board Vice President*, suggested sharing this policy with the Client Advisory Committee for their input.
- *Maria Marino, Emergency Mgmt. & Facilities Coordinator* and *Anaid Carreno, Diversity and Equity Specialist*, agreed to further discuss and share their findings in the next meeting.

**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**

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

**The next CLCC meeting will be held on September 19, 2024, at 12:00 PM.**