

**North Bay Regional Center
Board of Directors'
Cultural and Linguistic Competency Committee (CLCC) meeting
October 16, 2025 at 12 PM**

AGENDA

- I. Call to Order**
- II. Introduction**
- III. Review of Minutes of September 25, 2025**
- IV. Land Acknowledgement**
- V. Covenant for Brave Space**
- VI. CLC Updates**
 - a. NBRC Staff**
 - b. Proposal by Claudia Ritchie, Director of Equity and Engagement, to focus on language access and cultural competency**
- VII. Board Policies:**
 - a. Approval of 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 November 20, 2025 at 12:00 PM

Join Zoom Meeting

<https://us02web.zoom.us/j/82992695473?pwd=VFZuWVdCVEhkamVySmM0YVhIQ0pzd09>

Meeting ID: 829 9269 5473

Passcode: 223681

**North Bay Regional Center Board of Directors'
Cultural and Linguistic Competency Committee (CLCC) Meeting
Thursday, September 25, 2025 at 1:00 PM
Via Zoom**

Board Members Present: Joanne Giardello, Board Member and CLCC Chair

NBRC Staff Present: Mariam Guirguis, Executive Assistant/Compliance Specialist
Martha Valdez, Board President
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
Ana Acosta, Matrix Parents, MCIL
Sara Speck, CAC Co-Chair and Former Board Member
Oscar Lonjines, Sibling of a person served
Anne Evans, Community Member

Minutes

I. Call to Order

Joanne Giardello, Board Member and CLCC Chair, called the meeting to order at 1:03 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 August 21, 2025 meeting looked accurate.

IV. Land Acknowledgement

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

V. Covenant for Brave Space

Martha Valdez, Board President, read the Covenant for Brave Space before moving onto the next agenda item.

VI. CLC Updates

- The Committee highlighted the positive feedback received at the Reunion Conference held on September 29th in Solano, including the collaborations on self-advocacy efforts.
- *Maria Marino, Emergency Mgmt. & Facilities Coordinator*, mentioned that a gender-neutral bathroom with a bidet will be added to the Napa office in the entrance area.

- *Jessica Hetherington, Generic Resource Specialist*, reported on her work and shared a presentation on transitional aid youth services with State Council and potential for expanded collaboration.
- *Jessica Hetherington, Generic Resource Specialist*, shared her experience facilitating connections with IHSS in Solano County and attending a BenefitsCal meeting about utilizing the system for Medi-Cal and CalFresh benefits.
- The Committee agreed to devote more time in future meetings to discuss transportation challenges faced by self-advocates and senior individuals in different counties, particularly issues with inconsistent and incomplete information about transportation services.
- *Joanne Giardello, Board Member and CLCC Chair*, highlighted the need for better representation of the Filipino and Native American communities.
- The Committee agreed on the use of interpretation services in future meetings, noting that it has been in place for some time in the past and discontinued when there was no need.
- *Oscar Lonjines*, Sibling of a person served, and *Ana Acosta, Matrix Parents, MCIL*, shared their experiences with translation services.
- *Martha Valdez, Board President*, expressed the importance of interpretation for non-native English speakers.
- *Rosemarie Pérez, Former Board Member and CLCC Chair*, gave an overview of the Committee's structure and objectives since its inception 5 years ago to address cultural and linguistic barriers in the community to ensure inclusiveness.
- *Rosemarie Pérez, Former Board Member and CLCC Chair*, explained that the committee operates by consensus and focuses on making recommendations to the board.
- *Rosemarie Pérez, Former Board Member and CLCC Chair*, will be providing *Claudia Ritchie, Director of Equity and Engagement*, with some documentation about the committee's objectives and tasks.
- *Claudia Ritchie, Director of Equity and Engagement*, presented a proposal to focus on language access and cultural competency outlining balanced committee representation and bilingual meetings and change the name of the committee to be "Governance Committee".
- The proposal is to expand the committee to include more diverse community representatives to enhance decision making and gather broader input.
- *Jessica Hetherington, Generic Resource Specialist*, suggested keeping the name of the committee as Cultural and Linguistic Competency which *Claudia Ritchie, Director of Equity and Engagement* and the committee members agreed on.
- *Joanne Giardello, Board Member and CLCC Chair*, and *Claudia Ritchie, Director of Equity and Engagement*, agreed to co-chair the future CLCC meetings.

VII. Review and Discussion of outstanding Board Policies

a. Person Centered Policy (No. 3)

- *Claudia Ritchie, Director of Equity and Engagement*, shared that the updated policy will be presented to the Board in its meeting on October 1st, 2025 for approval.

b. Accessibility of Facilities Policy (No. 14)

- *Claudia Ritchie, Director of Equity and Engagement*, will meet with HR and Isabel Calder, CFO, before addressing this policy.

c. Integrated Programs Policy (No. 16)

- *Claudia Ritchie, Director of Equity and Engagement* , will meet with HR and *Isabel Calder, CFO*, before addressing this policy.

VIII. Meeting Adjourned

Joanne Giardello, Board Member and CLCC Chair, adjourned the meeting at 2:00 PM.

The next CLCC meeting will be held on October 16, 2025, at 12:00 PM.