

**North Bay Regional Center
Board of Directors'
Cultural and Linguistic Competency Committee (CLCC) meeting
November 20, 2025 at 12 PM**

AGENDA

- I. Call to Order**
- II. Introduction**
- III. Review of Minutes of October 16, 2025**
- IV. Land Acknowledgement**
- V. Covenant for Brave Space**
- VI. CLC Updates**
 - a. NBRC Staff**
- VII. Board Policies:**
 - a. Update on Accessibility of Facilities Policy**
 - b. Update on Integrated Programs Policy**
- VIII. Meeting Adjourned**

The next CLCC meeting is on December 18, 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, October 16, 2025 at 12:00 PM
Via Zoom**

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

NBRC Staff Present: Claudia Ritchie, Director of Equity and Engagement and CLCC Co-Chair
Mariam Guirguis, Executive Assistant/Compliance Specialist
Martha Valdez, Board President
Jessica Hetherington, Generic Resource Specialist
Abigail Andrade, Community Outreach and Engagement 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
Adriana Diaz, 24-hour Home Care
Anne Evans, Community Member
Jessica Perez, Milestone of Development
Carin Hewitt, Alift LLC
Leah Gulley, Alift LLC
Elivializ Ramos, Alift LLC

Spanish Interpretation: Amber Lopez

Minutes

I. Call to Order

Joanne Giardello, Board Member and CLCC Co-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 September 25, 2025 meeting looked accurate.

IV. Land Acknowledgement

Jessica Hetherington, Generic Resource Specialist, read the revised Land Acknowledgement.

V. Covenant for Brave Space

Rosemarie Pérez, Former Board Member and CLCC Chair, read the Covenant for Brave Space before moving onto the next agenda item.

VI. CLC Updates

- *Rosemarie Pérez, Former Board Member and CLCC Chair*, will be providing *Joanne Giardello, Board Member and CLCC Co-Chair*, with some documentation about the committee's formation and objectives.
- *Jessica Hetherington, Generic Resource Specialist*, will inquire from Providence Medical Group about their companionship services for NBRC clients.
- *Jessica Hetherington, Generic Resource Specialist*, provided updates on collaborations with Matrix and Providence Medical Group, as well as ongoing work with In-Home Support Services.
- *Claudia Ritchie, Director of Equity and Engagement and CLCC Co-Chair*, announced the hiring of Blanca Huijon as the new Equity and Diversity Specialist.
- *Abigail Andrade, Community Outreach and Engagement Specialist*, shared updates on upcoming events, including a Fall Resource Fair, Wellness workshops for Spanish-speaking caregivers, and plans for technology training.
- The Wellness workshops are open to all family members involved in caregiving, regardless of whether they are paid or unpaid.
- *Abigail Andrade, Community Outreach and Engagement Specialist*, shared a recent wellness seminar and testimonial video highlighting its impact on Spanish-speaking caregivers.
- *Ana Acosta, Matrix Parents, MCIL* , announced upcoming trainings at Matrix on the transition to adult life, available in both English and Spanish and shared the training link encouraging everyone to share the information with parents and professionals.
- *Carin Hewitt and Elivializ Ramos, from Alift LLC* presented their organization's Spanish Leadership Academy, an 8-week program starting in January that will provide training in self-advocacy, leadership skills, and community engagement for Spanish-speaking individuals with disabilities and their families.
 - *Rosemarie Perez, Former Board Member and CLCC Chair*, suggested connecting with the Client Advisory Committee.
 - The program aims to host both English and Spanish Leadership Academies twice yearly, with a focus on building community advocacy and leadership.
 - The program is funded by NBRC and DDS and will include seven online sessions and an in-person graduation, with a focus on cultural responsiveness and participant empowerment.
 - The organization is seeking participants and presenters for the program, while Carin expressed interest in having Rosemarie Perez, Former Board Member and CLCC Chair, potentially participate as a presenter.
 - *Carin Hewitt, Alift LLC*, will discuss presenting to the Board with Gabriel.
 - *Carin Hewitt, Alift LLC*, will connect *Joanne Giardello, Board Member and CLCC Co-Chair*, with the "We Care a Lot" group to present at the Risk Reduction Advisory Committee.
 - *Carin Hewitt, Alift LLC*, will present their Leadership Academy Program to the Risk Reduction Advisory Committee.

VII. Review and Discussion of outstanding Board Policies

a. Person Centered Policy (No. 3)

- Joanne Giardello, Board Member and CLCC Co-Chair, shared that the Person Centered Policy was approved by the Board in its meeting on October 1st, 2025.

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 Co-Chair, adjourned the meeting at 1:00 PM.

The next CLCC meeting will be held on November 20, 2025, at 12:00 PM.