

**North Bay Regional Center
Board of Directors'
Cultural and Linguistic Competency Committee (CLCC) meeting
December 18, 2025 at 12 PM**

AGENDA

- I. Call to Order**
- II. Introduction**
- III. Review of Minutes of November 20, 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 (No. 14)**
 - b. Update on Outstanding Policies**
- VIII. Meeting Adjourned**

The next CLCC meeting is on January 15, 2026 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, November 20, 2025 at 12:00 PM
Via Zoom**

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

NBRC Staff Present: Gabriel Rogin, NBRC Executive Director
Claudia Ritchie, Director of Equity and Engagement and CLCC Co-Chair
Mariam Guirguis, Executive Assistant/Compliance Specialist
Jessica Hetherington, Generic Resource Specialist
Abigail Andrade, Community Outreach and Engagement Specialist
Maria Marino, Emergency Mgmt. & Facilities Coordinator
Geri Audette, Communications Specialist
Blanca Huijon, Equity and Diversity Specialist

Guests: 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
Leah Gulley, alift LLC
Elivializ Ramos, alift LLC
Oscar Lonjines, Sibling of a person served

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 Blanca Huijon, the new Equity and Diversity Specialist and 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 October 16, 2025 meeting looked accurate.

IV. Land Acknowledgement

The Team reviewed the Land Acknowledgement.

V. Covenant for Brave Space

The Team reviewed the Covenant for Brave Space before moving onto the next agenda item.

VI. CLC Updates

- *Gabriel Rogin, Executive Director*, shared feedback from a tribal advocate about improving NBRC processes to be more inclusive. For example, NBRC will review our Intake process to better identify tribal members and connect them with appropriate resources.
- *Abigail Andrade, Community Outreach and Engagement Specialist*, provided updates on the following:
 - ❖ 2026 events will be more intentional about honoring specific cultures.
 - ❖ A wellness workshop for Spanish-speaking caregivers and families.
 - ❖ Technology training courses that cover basic computer skills and internet safety.
 - ❖ Plans for a Leadership Academy.
 - ❖ Winter Resource Fair in January 2026.
- *Jessica Hetherington, Generic Resource Specialist*, suggested revisiting the Land Acknowledgment to make it more inclusive.
- *Jessica Hetherington, Generic Resource Specialist*, provided an update on her work with generic resources, explaining the referral process.
- *Gabriel Rogin, Executive Director* and *Claudia Ritchie, Director of Equity and Engagement and CLCC Co-Chair*, discussed the review process for Service Access and Equity Grants, noting that about 20 proposals were received, and NBRC will provide oversight for any locally supported projects that receive funding.
- *Gabriel Rogin, Executive Director*, discussed hosting a delegation from Ukraine, including professionals who work with people with disabilities, organized by Sebastopol World Friends. The visit included an information exchange and tour of the Santa Rosa office, with NBRC providing materials translated into Ukrainian and arranging a dance performance by Alchemia, a non-profit arts organization in Sonoma and Marin Counties, California, dedicated to empowering adults with intellectual and developmental disabilities (IDD) .
- *Gabriel Rogin, Executive Director*, mentioned that this year's Legislative Event will be co-organized with the Client Advisory Committee to increase self-advocate participation. The first meeting will be held on December 12, 2025.
- The Team discussed transportation challenges for people with disabilities and seniors.
- *Maria Marino, Emergency Management & Facilities Coordinator*, shared information about a new Lyft voucher program through 211 Sonoma County for emergency transportation.
- The Team agreed to have a broader conversation about transportation in January 2026.

VII. Review and Discussion of outstanding Board Policies

a. Accessibility of Facilities Policy (No. 14)

- The Team discussed the two pending policies and agreed to focus on the Accessibility of Facilities Policy first, with the entire Team working as a single group rather than forming subcommittee.

b. Integrated Programs Policy (No. 16)

- The Team agreed to review existing policies to determine if the Integrated Programs Policy was already adequately covered elsewhere, as it appeared to be.

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 December 18, 2025, at 12:00 PM.