

**North Bay Regional Center Board of Directors’
Cultural and Linguistic Competence Committee (CLCC)
March 23rd, 2023 at 12:00 pm**

Agenda

- I. Call to Order**
- II. Introduction**
- III. Review of Minutes of February 16, 2023**
- IV. Land Acknowledgement**
- V. Covenant for Brave Space**
- VI. CLC Updates**
 - a. NBRC Staff**
 - b. VAC CLC Committee**
- VII. Board Policy Follow-Up**
 - a. Discussion on Education and Prevention Policy**
 - b. Discussion on Service Equity Policy**
- VIII. Board Policy Review**
 - a. Lanterman Act**
- IX. Public Comment**
- X. Meeting Adjourned**

The next CLCC meeting is on April 20th, 2023 at 12:00 PM

**North Bay Regional Center Board of Directors’
Cultural and Linguistic Competency Committee (CLCC)
Thursday, February 16th, 2023 at 12:00 PM**

Board Members Present: Rosemarie Pérez, Board President and CLCC Chair
Sara Speck, Board Secretary
Breeanne Kolster, VAC Representative

NBRC Staff Present: Ana Horta, Diversity and Equity Supervisor
Mariam Guirguis, Executive Assistant–Compliance
Jessica Hetherington, Specialized Service Coordinator
Viridiana Brazier, Specialized Service Coordinator
Abigail Andrade, Community Outreach and Engagement Specialist
Anaid Carreno, Diversity and Equity Resource Developer
June Ursini, Resource Development
Erlisa Koci, Resource Developer
Gina, ASL Interpreter
Mark, ASL Interpreter

Minutes

I. Call to Order

Rosemarie Pérez, Board President and CLCC Chair, called the meeting to order at 12:00 PM.

II. Introductions

The committee and attendees introduced themselves.

III. Review of Minutes

The committee agreed that the minutes from the January 26th, 2023 meeting looked accurate.

IV. Land Acknowledgement

Rosemarie Pérez, Board President and Chair, recognized the Land Acknowledgement.

V. Covenant for Brave Space

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

VI. CLC Updates

a. NBRC Staff

Ana Horta, Diversity and Equity Supervisor, reported that there was a challenging situation regarding the Land Acknowledgement in one of the community meetings. A community member stated that he is not comfortable with the last part of it that says “this land is and forever will be their land” and asked us to review it or change it.

The Committee agreed that they have to consider some changes and do some research to make the Land Acknowledgement appropriate for anyone reads it. The Committee agreed that *Ana Horta, Diversity and Equity Supervisor*, will consult with her counterpart at Redwood Coast Regional Center.

Jessica Hetherington, Specialized Service Coordinator, will provide the Land Acknowledgment they used while she was pursuing her master’s program as a communication starter.

Rosemarie Pérez, Board President and CLCC Chair, shared another update that the term “Cultural Competence” is being challenged in other parts of California. Some regional centers have changed their group name to “Equity, Diversity and Inclusion”.

Abigail Andrade, Community Outreach and Engagement Specialist, reported that they had 13 participants in the Spanish Focus Group meeting. On February 15 they hosted the Spanish community conversation where there were 25 participants with great conversations about the barriers the families face within our regional center. They plan to host the next community conversation in person. These in-person meetings were in Napa and there will be more to take place in Sonoma and Solano.

The group distributed the flyers at clinics, day programs, libraries and cultural markets. There was a great feedback and testimony of one individual who was thrilled to see a flyer in Tagalog, with the help provided by our new Generic Resource Specialist, Michelle Bautista.

These Focus Group meetings will be in person, and the team will determine whether zoom meetings will be still needed for those families who don’t drive.

Rosemarie Pérez, Board President and CLCC Chair, invited *Ana Horta* to provide this update to the Board at their next meeting on March 1, 2023 so the board members can become familiar with the group’s work. The Committee commended this group and their ongoing accomplishments with the community conversations.

b. VAC CLC Committee

Breeanne Kolster, VAC Representative, reported that they finalized the calendar of different awareness days, months and events for the vendors. VAC will share the calendar with NBRC to publish on its website or social media and to share with the Board as well. VAC is having discussions to figure out the direction of their CLC committee, as it appears there is not much engagement from the vendors.

VII. Board Policy Follow-Up

a. Discussion on Education and Prevention Policy

Courtney Singleton, Director of Community Services, is planning to form a group to review the prevention policy and will update the Committee by next meeting. The Committee decided to defer the Education and Prevention Policy to the next meeting.

b. Discussion on Service Equity Policy

The Sub-Committee met to review the Service Equity Policy and came up with a proposed revised draft. *Ana Horta, Diversity and Equity Supervisor*, shared the revised shorter version with the tracked changes. The revised version includes the definitions of: inclusion, linguistic competence, intersectionality, culturally appropriate, cultural humility, implicit biases, racism, institutional racism, disparity, and privilege, in addition to some changes to the objectives of the policy. The introduction was revised to acknowledge the existence of inequity and that inequity is reflected historically in systems and institutions. The work that is required in supporting people with developmental disabilities and their families should be explained clearly to acknowledge equity, diversity and inclusion. The Committee agreed to revise the "Purpose and Values".

Jessica Hetherington, Specialized Service Coordinator, suggested using annotation for reference for the definitions in the introduction, then to use a footnote in the definitions section to avoid repetition.

Erlisa Koci, Resource Developer, suggested adding "audism" to the definitions.

VIII. Board Policy Review

a. Lanterman Act

The Committee deferred this discussion to the next meeting.

IX. Public Comment

No discussion.

X. Meeting Adjourned

Rosemarie Pérez, Board President and CLCC Chair, expressed her appreciation for the discussion.

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

The next meeting CLCC meeting will be held on March 16, 2023 at 12:00 PM