

**North Bay Regional Center Board of Directors’
Cultural and Linguistic Competency Committee (CLCC)
May 16, 2024 at 12:00 pm**

Agenda

- I. Call to Order**
- II. Introduction**
- III. Review of Minutes of April 18, 2024**
- IV. Land Acknowledgement**
- V. Covenant for Brave Space**
- VI. CLC Updates**
 - a. NBRC Staff**
- VII. Board Policy Update**
 - a. Service Equity, Diversity and Inclusion Policy’s proposed amendments**
- VIII. Board Policies for Review**
 - a. Outstanding Board Policies for review**
 - i. Central Role of Parents (No. 3)**
 - ii. Accessibility of Facilities (No. 14)**
- IX. Public Comment**
- X. Meeting Adjourned**

The next CLCC meeting is on June 20, 2024 at 12:00 PM

**North Bay Regional Center Board of Directors’
Cultural and Linguistic Competency Committee (CLCC)
Thursday, April 18, 2024 at 12:00 PM**

- Board Members Present:** Rosemarie Pérez, Board President and CLCC Chair
Sara Speck, Board Secretary
Joanne Giardello, RRAC Chair
- NBRC Staff Present:** Gabriel Rogin, Executive Director
Jessica Hetherington, Specialized Service Coordinator
Abigail Andrade, Community Outreach and Engagement Specialist
Anaid Carreno, Diversity and Equity Specialist
Ellisa Reiff, Self-Determination Program (SDP) Supervisor
Stephany Chavez, Participant Choice Coordinator
Paula Garcia, Participant Choice Coordinator
Jesus Rosales, Participant Choice Coordinator
Shonetrice Smith, Participant Choice Coordinator
Geri Audette, Training & Communications Specialist
- VAC Representative:** Taylor Berry, 24-Hour Care, VAC Representative
- Community Members Present:** Derek Hearthtower, Community Member

Minutes

I. Call to Order

Rosemarie Pérez, Board President and CLCC Chair, called the meeting to order at 12:00 PM and welcomed Ellisa Reiff, Self-Determination Program Supervisor and her team, 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 March 28, 2024 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

- Rosemarie Perez, Board President and CLCC Chair, emphasized the importance of cultural competence and language access to individuals.
- Ellisa Reiff, Self-Determination Program Supervisor provided an overview of the program's history and evolution as an alternative way of receiving services.
- Ellisa Reiff, Self-Determination Program Supervisor, shared that her work experience at the NBRC for over 20 years, including her role as Associate Director of Client Services equipped her with good skills and expertise to oversee the Self Determination Program tools that will support individuals to make decisions in their life.
- Ellisa Reiff, Self-Determination Program Supervisor shared flyers for the upcoming Self Determination Program outreach events.
- The Participant Choice Coordinator plays a great role as the ambassador that answers questions, works with independent facilitators, communicates with financial management services, helps develop the budget, walks through the process and builds trust with clients who show interest in applying.
- Ongoing communication and outreach to the Latino community to access the SDP program are in place to reflect the diversity of our broader community.
- Rosemarie Perez, Board President and CLCC Chair, extended the invitation to Ellisa and the Participant Choice Coordinators to attend the next CLCC meetings.
- The Committee highlighted the significance of inclusive language practices.
- The Committee discussed the need for ongoing communication, collaboration, and education to increase equity and diversity in the Self Determination Program.
- Anaid Carreno, Diversity and Equity Specialist invited Ellisa Reiff, Self-Determination Program Supervisor and her team to take part in some outreach events, focus group meetings and workshops to talk about the Self-Determination Program as part of the services offered by NBRC.
- Abigail Andrade, Community Outreach and Engagement Specialist provided an update on initiatives, focus groups and cultural events:
 - Focus group meeting on April 26
 - Inclusion Festival celebrating community and all identities on May 13
 - Two informational presentations presented with the Down Syndrome Connection, one presentation with Solano County Behavioral Health staff, one with Solano County Navigator training and one with the Community based organization.
 - Summer Resource Fair on July 19
 - Family Reunion on September 14
- Gabriel Rogin, Executive Director, advised that we are partnering with the California Tribal Families Coalition to provide a training to staff on tribal governance and tribal history on May 21 and 22, 2024.

VII. Board Policy Update

a. Service Equity, Diversity and Inclusion Policy's proposed amendments

- Jessica Hetherington, Specialized Service Coordinator, presented the revised Education and Wellbeing Policy reflecting the amendments in terms of respecting people's names and gender pronouns.
- We need to be more sensitive to address the gender pronouns and people's names respectfully without offending individuals.
- We need to highlight the difference between gender expression and gender identity. Anaid Carreno, Diversity and Equity Specialist, provided the difference between the gender expression and gender identify as follows:
 - The gender expression is the person's external appearance and behavior associated with gender.
 - The gender identify is a person's internal knowledge of their gender – whether it be male, female, a blend of both or not confirming to either.
- The amendments will be presented and reviewed again in the next meeting for review.
- A slide presented by Positive Images group in their training regarding accidentally misgendering an individual will be attached to the meeting packet for the next meeting.

VIII. Board Policy for Review

a. Outstanding Board Policies for Review

i. Central Role of Parents (No. 3)

- Deferred to the next meeting.

IX. Public Comment

None.

X. Meeting Adjourned

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

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

The next CLCC meeting will be held on May 8, 2024 at 12:00 PM.