

**North Bay Regional Center Board of Directors’  
Cultural and Linguistic Competency Committee (CLCC)  
June 22, 2023 at 12:00 pm**

**Agenda**

- I. Call to Order**
- II. Introduction**
- III. Review of Minutes of April 20, 2023**
- IV. Land Acknowledgement**
- V. Covenant for Brave Space**
- VI. Update on Land Acknowledgement**
- VII. CLC Updates**
  - a. NBRC Staff**
- VIII. Board Policy Follow-Up**
  - a. Discussion on Education and Prevention Policy**
  - b. Discussion on Service Equity Policy**
- IX. Board Policy Review**
  - a. Lanterman Act**
- X. Public Comment**
- XI. Meeting Adjourned**

**The next CLCC meeting is on July 20, 2023 at 12:00 PM**

**North Bay Regional Center Board of Directors’  
Cultural and Linguistic Competency Committee (CLCC)  
Thursday, April 20<sup>th</sup>, 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:** Gabriel Rogin, Executive Director  
Jennifer Crick, Director of Administrative Services  
Mariam Guirguis, Executive Assistant–Compliance  
Jessica Hetherington, Specialized Service Coordinator  
Anaid Carreno, Diversity and Equity Resource Developer

**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 of March 23, 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**

- *Joanne Giardello, Risk Reduction Advisory Committee Chair*, would like to attend our next meeting to seek our thoughts and opinions about some topics being discussed in RRAC.
- *Abigail Andrade, Community Outreach and Engagement Specialist*, provided an update on the English Focus Group discussion on April 3<sup>rd</sup> at the Solano County Events Center and the calendar for the upcoming community meetings for May 2023.

- *Anaid Carreno, Diversity and Equity Resource Developer*, shared her positive and encouraging thoughts on the Napa County Community Health Fair that she attended along with Abigail on April 16, 2023.
- *Gabriel Rogin, Executive Director*, shared that NBRC is making a good progress in terms of community outreach and the new translation services in place providing several language options in place to increase our diversity and equity efforts. Also, he noted that the positions of Community Outreach and Engagement Specialist and the new Diversity and Equity Specialist are now reporting directly to him.
- *Gabriel Rogin, Executive Director*, noted that we will be inviting 4 Respite providers on April 21 to attend a meeting with some other NBRC staff and some advocates to discuss and collaborate on some practical barriers facing the Spanish speaking families accessing our services and to develop action plans to move forward.

The following discussion took place on Land Acknowledgement:

- The Committee appreciates the links and documents shared by Anaid, Jessica and Ana on Land Acknowledgement and agrees that there is a lot of education, reasoning and awareness that needs to be communicated. There are a lot of variations. We want to make sure that our Land Acknowledgment aligns with our values and beliefs.
- There is a tribal engagement effort discussion taking place statewide. Our broader diversity and equity efforts should go hand in hand with actual engagement with our tribal communities.
- There is some additional funding provided to regional centers for tribal engagement.
- We want to hold some discussion groups similar to the ones we currently hold in the community, that will be specifically for Native American local tribes to join and give us their opinions and feedback.
- A sub-committee group consisting of Rosemarie, Gabriel, Anaid and Jessica will be discussing Land Acknowledgment in detail then come back to CLCC with more recommendations.

## **VII. Board Policy Follow-Up**

### **a. Discussion on Education and Prevention Policy**

- *Courtney Singleton, Director of Community Services*, was not present at this meeting but she noted that she is still working on the updated newly named Education and Wellbeing Policy with the goal of increasing education, fostering acceptance and promoting the overall well being of individuals with developmental disabilities.

### **b. Discussion on Service Equity, Diversity and Inclusion Policy**

- The Committee agreed to incorporate Jennifer's changes and add two additional definitions of "Audiism" and "Language Deprivation".
- We need to have more conversations on the policy statement to reflect it within our daily work system without considering it as additional work.
- The Committee agreed to bring this policy to "All Staff meeting" and ask the staff for their feedback.

**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 and collaboration.

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

**The next CLCC meeting will be held on June 22, at 12:00 PM.**

Note:

The CLCC meeting scheduled for May 18<sup>th</sup> will be cancelled because it conflicts with a community event. Also, the June 15<sup>th</sup> meeting will be postponed to June 22 because Rosemarie and Gabriel will be attending ARCA meeting.