

North Bay Regional Center
Board of Directors' Cultural and Linguistic Competence Committee (CLCC)

Agenda for Meeting of March 18, 2021

1. Call to Order
2. Land Acknowledgement
3. Introductions
4. Covenant for Brave Space
5. Review of Minutes
6. Public Comment
7. Comments, Questions & Feedback on Georgetown Closing Forum
8. Website: Where can we incorporate the CLC message?
 1. Board recommendation that we incorporate CLC into the various components of the NBRC website.
9. National Autism Awareness Month – April
10. Next Meeting: April 15, 2021
11. Public Comment
12. Meeting Adjourned

**North Bay Regional Center Board of Directors'
Cultural and Linguistic Competence Committee (CLCC)
January 21, 2021 at 12:00 pm**

Board Members Present: Rosemarie Pérez, Treasurer
Derek Hearhtower
Andrea Bednarova

NBRC Staff Present: Gabriel Rogin, Executive Director
Jennifer Crick, Acting Director of Administrative Services
Danielle Bernardo, Executive Assistant
Lindsay Franco, Diversity and Equity Specialist
Abigail Andrade, Service Coordinator
Flavia Negrete, EI Service Coordinator
Ana Horta, Senior Companion Program Supervisor
Jessica Hetherington, Bilingual Resource Coordinator

Guests: Breeanne Burris, 24 Hour Home Care

Minutes

I. Call to Order

Rosemarie Pérez called the meeting to order at 12:00 pm.

II. Roll Call and How are you feeling today?

The committee and attendees introduced themselves.

III. Covenant for Brave Space

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

IV. Review of Minutes

The Committee reviewed the minutes from the December 17, 2020 meeting.

V. Public Comment - None

VI. Discussion – Review of work with Georgetown University National Center for Cultural Competence

Lindsay Franco, Diversity and Equity Specialist, continued the presentation that was started at the previous committee meeting. Lindsay also reviewed a draft of the Organizational CLC Grid.

During the presentation there was the following dialogue:

- *Rosemarie Pérez, Board Treasurer and Chair*, asked the committee if any issues come to mind that the regional center should be focusing on during the CLC process.
- *Abigail Andrade, Service Coordinator*, noted that at some of the events she has attended in the past, translation seemed to be an afterthought. She noted that she feels translation should be a priority.
- *Gabriel Rogin, Executive Director*, agreed that is quality translation necessary for Spanish speaking families to function effectively. He asked Lindsay to note that as a follow up idea and what steps need to be taken moving forward.
- *Jessica Hetherington, Bilingual Resource Coordinator*, noted instructions for basic computer use, or instructions in Spanish for how to use Sign Now, would be helpful. Jessica noted we need to make sure we have documents in Spanish on Sign Now.
- *Rosemarie Pérez* noted translation and interpretation are two issues that need to be addressed separately.

- *Derek Hearthtower, Board Member*, noted he was diagnosed later in life. He suggested reaching out to various groups to see if there are individuals that have not been diagnosed yet. He noted women with Autism are generally under diagnosed and wonders how much of that is related to culture and race.

Lindsay Franco noted a few remaining questions:

- 1) What are the priorities that must be addressed immediately?
- 2) Which populations will we measure progress?
- 3) What are our short term and one year CLC goals?
- 4) How will we measure our progress?
- 5) What self-assessments will be used?
- 6) What will we strive for the long term as we convert NBRC into a more culturally and linguistically competent organization.

VII. Next Meeting: March 18, 2021

Rosemarie Pérez noted the closing presentation with Georgetown University National Center for Cultural Competence is on February 18, 2021. She encouraged the committee to attend in lieu of a February CLC Committee meeting.

VIII. Public Comment – None

IX. Meeting Adjourned

Rosemarie Pérez adjourned the meeting to at 1:00 pm.