

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

Agenda for Meeting of November 19, 2020

1. Call to Order
2. Roll Call and Introductions
3. Public Comment
4. Discussion and Approval - Revisions to "Covenant for Brave Space"
5. Discussion and Approval – Revisions to Proposal of Committee
Structure and Purpose
 - Minutes
 - Voting
6. Discussion – Review of Disparity Projects (Lindsay)
7. Next Meeting: December 17, 2020
8. Public Comment
9. Meeting Adjourned

REVISED COVENANT FOR BRAVE SPACE

- **Confidentiality**

While what is learned may be shared with others, it is our expectation that any personal information shared during our meetings will be held in confidence by the participants.

- **I Statements**

Participants will use “I” statements, reflecting their own experience, beliefs, knowledge, etc. and not claiming a global reference to any group.

- **Active Listening**

Participants will engage in “active listening”, making sure they have understood the speaker before they provide their own perspective or response.

- **“Air Time”**

Participants will refrain from dominating the conversation.

- **The “Ouch” Rule**

Participants will alert the group if they feel personally offended, triggered, or hurt.

- **Non Judgemental**

Participants will hold judgements lightly and seek to understand.

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Revised Proposal of CLCC Structure and Purpose

This proposal was developed from the input of the participants who attended the initial CLCC meeting held on September 25, 2020. If approved, this proposal will be presented to the NBRC Board of Directors for its approval at the November 6 Board Meeting.

Cultural and Linguistic Competence Committee Structure

Advisory Committee: The CLCC will serve as an advisory committee to the NBRC Board of Directors per Article VIII, Sections 8.1,8.2,8.3, 8.5, and 8.6 of North Bay Developmental Disabilities Services, Inc. Bylaws.

Membership: The CLCC will be comprised of a minimum of 2 currently sitting board members, the Executive Director of NBRC, and additional NBRC staff, service providers, and community members, not to exceed 12 voting members.

Meetings: The CLCC will hold virtual meetings on the third Thursday of the month from 12:00 to 1:00 pm.

Cultural and Linguistic Competence Committee Purpose

1. The CLCC will educate itself and the NBRC Board of Directors about the challenges that disadvantaged clients and families face within the Regional Center system through:
 - data analysis presented by staff and other experts regarding disparities in levels and quality of services caused by the cultural and/or linguistic differences of clients and families;
 - staff, provider, and community input based on experiences in working with clients and families with cultural and/or linguistic differences,
 - client and family input based on experiences in working with staff, provider, and community presenting insufficient or excellent cultural and/or linguistic competence.

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for the purpose of developing strategies to better serve them, to bridge the gap of services to these clients, and to improve their overall lives.

2. The CLCC will recommend high level goals to the Board of Directors to present to the Executive Director for the purpose of eliminating systemic disparities faced by clients and families with cultural and linguistic differences.
 - Goals will be concrete and measurable,
 - Will hold the executive director accountable for implementation
 - Will be monitored for measurable progress.
3. The CLCC will be a safe place where discussions of cultural and linguistic differences may take place without fear of judgement or repercussion.
4. The CLCC will review NBRC policies and policy related statements through a lens of cultural and linguistic competency and propose revisions to the Board, **so that all policies and official statements reflect NBRC's commitment to acceptance of all clients and families regardless of disability, race, ethnicity, language, gender, or sexual preference, and includes the cultural priorities of clients and families.**

DEPARTMENT OF DEVELOPMENTAL SERVICES

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October 12, 2020

Call for Promoting Service Access and Equity Grant Program Applications Notice to Prospective Applicants

The Department is now accepting applications from regional centers (RCs) and community-based organizations (CBOs) for grant funds available in FY 2020/21. This year's grant focus is on the development of culturally and linguistically responsive strategies that will lead to individual and family empowerment and improved access to services and supports.

The Department has identified key grant priorities with input through its Developmental Services Task Force Service Access and Equity workgroup meetings, statewide stakeholder engagement meetings, community-based organization meetings, and individual and family testimony. Priority areas of focus are:

- Building leadership capacity to increase representation and voice in the developmental services system for self-advocates and families in diverse communities.
- Creating collaborative opportunities for connection and learning between individuals, families, service providers, and regional centers.
- Improving access to technology, to include training for self-advocates and families.

Applicants must review the 2020-21 Guidelines and follow the DDS Application Instructions located on the Department's website [here](#). All applications must be submitted online through GrantVantage [here](#) no later than 5:00 p.m. PST on December 2, 2020. A list of frequently asked questions (FAQs) will be posted to the Department's website.

The Department seeks proposals that are innovative, demonstrate the capacity to carry out proposed activities and result in sustained strategies and collaborations after completion of the project. Proposals must address a local community or statewide issue/barrier identified through POS data, stakeholder feedback, and/or RC plans and recommendations to promote equity and reduce disparities.

The Department will host a Bidder's Conference Zoom meeting to answer questions regarding the grant on:

October 23, 2020, from 10:00 a.m. to 12:00 p.m.

Register in advance for the Zoom Meeting [here](#). Interested applicants are encouraged to submit questions in advance of the Bidder's Conference to: SAEgrantprogram@DDS.ca.gov.

"Building Partnerships, Supporting Choices"