

**North Bay Regional Center Board of Directors'
Cultural and Linguistic Competence Committee (CLCC)
December 16, 2021 at 12:00 pm
Agenda**

- I. Call to Order**
- II. Land Acknowledgement**
- III. Introductions**
- IV. Covenant for Brave Space**
- V. CLC Updates**
 - a. NBRC Staff**
 - b. VAC CLC Committee**
 - c. Other**
- VI. Policy Discussion**
 - a. Review recommendations from Disparity Committee**
 - b. Identify initial policies to review**
 - c. Begin review of policies**
- VII. Next Meeting: January 20**
- VIII. Public Comment**
- IX. Meeting Adjourned**

North Bay Regional Center Board of Directors'
Cultural and Linguistic Competence Committee (CLCC)
November 18, 2021 at 12:00 pm

Board Members Present: Rosemarie Pérez, Treasurer and Chair
Andrea Bednarova, Board Member

NBRC Staff Present: Gabriel Rogin, Executive Director
Viridiana Brazier, Bilingual Resource Coordinator
Janelle Santana, Executive Assistant
Abigail Andrade, Service Coordinator
Jessica Hetherington, Bilingual Resource Coordinator
Courtney Singleton, Director of Community Services

Guests: Breeanne Burris, 24 Hour Home Care

Minutes

Call to Order –

Rosemarie Pérez, Treasurer and Chair, called the meeting to order at 12:02 pm.

Land Acknowledgement

Rosemarie Pérez, Treasurer and Chair, noted the Land Acknowledgement.

Introductions –

The committee and attendees introduced themselves.

Covenant for Brave Space –

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

Rosemarie Pérez, Treasurer and Chair, noted the following;

- Derek Hearhtower is no longer on the Board. We appreciate the support he gave.
 - o Derek Hearhtower suggested to change the agenda to include regular updates from NBRC Staff and the VAC CLC Committee. The committee and attendees agreed to this change.

CLC Updates

a. NBRC Staff

Courtney Singleton, Director of Community Services, noted the following regarding the Ana Lugo Trainings on Diversity and Equity that occurred recently for NBRC Staff;

- We've been opening a safe space for 30 minutes at the end of the training to discuss questions or concerns.
- The training is good for relationship and trust building.

- It helps us acknowledge our privilege, gifts and struggles, and brings equity to the forefront of the conversations.
- Staff are looking for a long-term training plan. What happens after these trainings?

Jessica Hetherington, Bilingual Resource Coordinator, thinks these trainings are fantastic and would like to continue them.

Gabriel Rogin, Executive Director, agreed that having these trainings on the calendar on a regular basis would be beneficial.

Courtney Singleton, Director of Community Services, to meet with Ana Lugo and discuss the follow-up process.

Gabriel Rogin, Executive Director, noted that the Service Access and Equity Grant proposal was submitted to the State. This proposal would bring Georgetown back to support service providers in our community through technical assistance. This would help provide leadership and expertise in our community, focus on service providers through technical assistance, and engage in forums.

b. VAC CLC Committee

Breanne Burris noted the following;

- We have some strong voices and people we can learn from who have been vendors for a while.
- The topic discussed was about including heritage as part of cultural and family tradition. There was a 4-minute video that sparked a lot of dialogue between the group.
 - How do you incorporate heritage as part of the person centered plan?
 - We plan to share the same video with the Vendor Advisory Committee in January and have an active discussion around it.
- This is the website in general:
<https://www.unitedwaydm.org/equity-challenge-day1>
- This is the video Breanne was referencing:
<https://www.youtube.com/watch?v=U05qmgkq80Q>

Gabriel Rogin, Executive Director, noted the importance of considering how we can support families during the holidays.

- Can we create community for them?
- How can we honor them as people and respect their culture?

Rosemarie Pérez, Treasurer and Chair, to share this information with the Board at large.

c. Other

Gabriel Rogin, Executive Director, asked if members of the Disparity Committee could give an update at the next meeting.

Policy Discussion

a. What Process Should We Follow to Review NBRC Policies?

Gabriel Rogin, Executive Director, noted the following policies that will be provided to the committee members.

- Administrative/Board Policies- Approved by the Board of Directors
 - Service Policies- Approved by DDS
- b. Which Policies Have the Most Impact on the People We Serve?**
Andrea Bednarova, Board Member, proposed that we review the Administrative/Board Policies first and seek input from staff.
Courtney Singleton, Director of Community Services, confirmed that the Disparity Committee can recommend which policies should be prioritized.
- c. What Guiding Principles Should We Use to Inform Our Policy Review Process?**
Gabriel Rogin, Executive Director, suggested we remain open-minded and start with a brainstorming process.
Rosemarie Pérez, Treasurer and Chair, noted we need to develop our values to guide the process of reviewing board policies.
Gabriel Rogin, Executive Director, suggested to potentially extend Ana Lugo's contract to have her facilitate the conversation of NBRC values and guiding principles.
Abigail Andrade, Service Coordinator, proposed having a town hall meeting for staff to provide ideas on topics regarding this.
- *Gabriel Rogin, Executive Director*, suggested regular drop-in sessions for more opportunity for meaningful dialogue.

Next Meeting: December 16, January 20

Public Comment – None

Meeting Adjourned –

Rosemarie Pérez, Treasurer and Chair, adjourned the meeting to order at 12:59 pm