

**North Bay Regional Center Board of Directors'
Cultural and Linguistic Competence Committee (CLCC)
January 20, 2022 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. Board Policy 13 - Nondiscrimination in Services**
 - b. Board Policy 6 - Affirmative Action**
 - c. Board Policy 20 - Employment**
- VII. Next Meeting: February 17, 2022 12:00pm-1:00pm**
- VIII. Public Comment**
- IX. Meeting Adjourned**

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

Board Members Present: Rosemarie Pérez, Treasurer and Chair

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
Jennifer Garcia, Service Coordinator
Jennifer Crick, Director of Administrative Services
Anaid Carreno, Service Coordinator
Ana Horta, Senior Companion Program Coordinator

Guests: Breeanne Burris, 24 Hour Home Care

Minutes

Call to Order –

Rosemarie Pérez, Treasurer and Chair, called the meeting to order at 12:00 pm.

Review of Minutes –

Rosemarie Pérez, Treasurer and Chair, requested the notes from November 18, 2021 be modified to acknowledge Derek Hearhtower's support on the Board of Directors and his suggestion to include CLC Updates.

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.

CLC Updates

a. NBRC Staff

Gabriel Rogin, Executive Director, noted the following;

- We plan to follow up with staff using surveys to see how Ana Lugo trainings were for them.
- Once the surveys are completed, we plan to present to staff what our next steps are.

b. VAC CLC Committee

Breeanne Burris, 24 Hour Home Care, noted the following;

- We did not meet this month.
- We're also planning to send a survey to our group and plan to have it ready in January.

c. Other- None

Policy Discussion

a. The committee reviewed recommendations from the Disparity Committee.

- *Breeanne Burris, 24 Hour Home Care*, to ask VAC CLC subcommittee in January if they want to have input on the board policies. She plans to have this as a standing agenda item for two to three meetings.
- *Rosemarie Pérez, Treasurer and Chair*, suggested hosting drop-in/town hall meetings to hear comments from parents of individuals we serve.
 - o How do parents of different cultures feel about the statements?
- The committee is open to legal advice on the policies.
- *Gabriel Rogin, Executive Director, and Rosemarie Pérez, Treasurer and Chair*, agreed that the board needs to hold periodic reviews of board policies.

b. The CLCC discussed changes needed to the following board policies;

Board Policy 13 - Nondiscrimination in Services

Board Policy 6 - Affirmative Action

- *Jennifer Crick, Director of Administrative Services*, to look at the Collective Bargaining Unit Agreement (CBA) & Employee Handbook. She will recommend adjustments to this policy and bring back to January's meeting.
- *Jennifer Crick, Director of Administrative Services*, to check with an employment attorney to see if this policy applies to NBRC.

Board Policy 20 - Employment

- The committee didn't have enough time to review this policy. They plan to review after the first two.

- *Courtney Singleton, Director of Community Services, and Ana Horta, Senior Companion Program Coordinator*, took notes of the recommendations from CLCC. They will make the edits suggested and return back to the committee.

Next Meeting: January 20, 2022

Public Comment – None

Meeting Adjourned – *Rosemarie Pérez, Treasurer and Chair*, adjourned the meeting to order at 12:58 pm.