



Diversity & Equity Committee

Date: Monday, January 25, 2021

Location: Virtual Meeting

Time: *5:30 – 7:00 p.m.

MINUTES

I. Welcome & Introductions

Staff: Lisa Kleinbub, Elvia Osorio-Rodriguez, Jairo Guiza, Edda Banuelos, Chris Hanson, Ronke Sodipo, Eileen Florendo

Guests: Morena Grimaldi, Sister Marygrace, Sandra Rodriguez-Coss, Allen Davis, Arthur Lipscomb, Sheraden Nicholau, Amber Stickels, Esther Wong, Esther Chow, Anna Wang, Breeanne Burris, Kelly Ko, Benjamin Chen, Patricia Albeno, Allan Smith

II. Additions to the Agenda

III. Discussion – Our new mission statement and COVID-19 (Jairo)

Let us recognize that we stand on Ohlone Territory

“Surviving through two centuries of persecution and genocidal policies during the Spanish, Mexican and American eras, Ohlone people continue to inhabit their ancestral homeland, the San Francisco Bay and Monterey Bay Areas

Ohlone means Costanoan. This grouping term was created by anthropologists to signify broad-based linguistic and cultural similarities among some 58 independent tribal groups”

Sister Marygrace commented about the appropriateness of recognizing the Native American who still inhabit the region where we stand.

Progress achieved in the planning process as reported by subcommittees:

Goal:

Training for RC case managers, supervisors and directors on POS disparities and the

important goal of increasing POS for underserved consumers/families – increasing equity among consumers of all ethnicities/languages.

Strategies	Timeline	Lead Team	Resources Needed
1. Education on challenges faced by ethnic minority communities in accessing services. Provide Cultural and Linguistic competency training	Schedule first training by March 2021 and rollout more by August 2021	Chris Hanson	Culturally and Linguistically competent educators to be chosen to train Community partners CBOs
2. Continued training on Person-Centered Thinking training and approaches	Now and ongoing	Chris Hanson	SCDD, PCT Training agencies, SDLAC coaches
3. Training for hiring culturally diverse populations	TBD	Chris Hanson	Support from HR at RC, Cultural Consultant

Goal:

Training consumers and families re: their rights and the changing policies and procedures for RC services. For example, participant directed additional services, exceptions committee, contacting RC supervisors if families experience difficulties with case managers. (Education is happening with families under DDS Disparity projects. Access to services is still an issue if RC denies services requested)

Strategies	Timeline	Lead Team	Resources Needed
1. Having Family Support Meetings and regular interactions with consumers			CBOs
2. Leveraging Technology and Social Media to disseminate information			

Goal:

Goal Draft: Identifying manifestations of systemic racism within service provision within the East Bay catchment, first by looking at representation.

Strategies	Timeline	Lead Team	Resources Needed
1. Look at <u>the data</u> re representation re breakdown / % of people served at RCEB (ethnically, culturally, linguistically)			
2. The breakdown / % within vendor community			
3. The breakdown / % within RCEB staff			
4. Identify mechanism(s) (survey, IPP unmet needs, 4731 complaints) to review complaints/feedback/experiences from stakeholders to understand perceptions			
5. Apply the uncovered data to <u>utilization of POS hours</u> (bring to community for feedback)program development			
6. Develop strategies and trainings for RCEB staff, vendors, and people served to set expectations for interactions			

Goal:

Investigation work—identifying overt and covert racism/discrimination, where we can.
Quantitative and Qualitative.

Strategies	Timeline	Lead Team	Resources Needed
1. Look at <u>the data</u> re representation re breakdown / % of people served at RCEB (ethnically, culturally, linguistically), and The breakdown / % within vendor community The breakdown / % within RCEB staff Apply the uncovered data to <u>utilization of POS hours</u>			

Goal:

Improve Communications

Strategies	Timeline	Lead Team	Resources Needed
Collecting data #1 Survey to be sent out to community (to generate a Base Line)	Internally RCEB can get data on Zero POS - reach out to them first	Jairo	Will look for resources from Regional Center

<p>People have different ways of connecting Identify how they get their information (brochure or through the Promotora) Barriers to connectivity: Technology Language Identify the channels for communication (Multiple channels) Outreach into the community Workshop (Language Specific) Service Orientation sessions Training for Families to be Able connect Preferred social media of the community WhatsApp, Facebook, emails, or Blogs</p>	<p>In addition, Case Managers can also give feedback Feb 2021 Second check - June 2021</p>		<p>Ideas for Funding Device : CBOs can raise funds from Corporates and their patrons</p>
--	---	--	---

- IV. Reports (Open to all participants)
- How are family needs been met?
 - What are the challenges?
 - What resources are been developed to address needs?

Eileen Florendo (Case Manager at RCEB)

Attending this meeting in representation of Dr. Faith Tanner Working Group on Antiracism, Diversity, Equity, and Inclusion.

This group was established between SEIU Local 1021 and the Regional Center of the East Bay. The purpose of the group is to identify practices and experiences within the Regional Center that are perceived to perpetuate systemic inequities and recommend policies and practices. The group is composed of 8 represented members including the Chapter President (or designee), and the Diversity and Equity Specialist, 1 non- union staff, 4 supervisory employees, including the Human Resources Director..

The group started in November 2020 and meet regularly every 2 weeks. A quarterly report is submitted to Lisa.

Morena Grimaldi: We should find ways for Dr. Faith Tanner Working group and this committee to collaborate.

Lisa Kleinbub: This group was created after the killing of George Floyd.

Eileen Florendo: Agree to collaboration between the 2 committees to make policy change recommendations.

Sandra Rodriguez-Coss (La Familia DFP)

The Disparity Funds Program at La Familia continues to offer orientations and training through the support groups established through this grant.

In addition, La Familia offers testing and vaccinations at their office

An event for families was hosted. 386 families and professionals participated. Families received a hot meal, and PPE kits.

Some families are contacted individually to provide information about food banks and other critical resources.

Sister Marygrace (EBSDD)

Expressed appreciation to Sheraden Nicholau and the State Council on Developmental Disabilities for very succinct and simple visuals provided to families about vaccines. This is a great way to explain vaccines and its efficacy.

Sheraden Nicholau (SCDD)

At SCDD we have plain language information on Covid-19, and social stories that we can share. There's a system that prioritizes individuals by groups to receive the vaccine including health care providers, people with chronic conditions. The governor's office needs to hear from community about the vaccination plan.

Anna Wang (FCSN)

Friends of Children with Special Needs continues to host parents support groups, which is a critical platform to share critical information for families.

Esther Wong (ARN)

San Andreas Regional Center may become a vaccination site.

Representatives from Asian Resource Network program (a project funded through the DDS Disparities Fund Program) will be presenting during the Public Meetings that will be scheduled to share POS expenditure during the month of March. The purpose is to raise awareness in the Asian community about this important program that seeks to develop workforce for organizations and agencies that provide services to the Asian clients of the Regional Center.

Amber Stickels (Enriching Lives)

A new supervisor will replace Allen Davis starting next week. We will be sharing some marketing materials that will be used to promote the Family Home program for Consumers whose primary language is Cantonese, Vietnamese and ASL.

One Vietnamese speaking client dropped out

One ASL home certified. One ASL referral has been received who will start living in the family home next week.

Patricia Albano (Care Parent Network)

Some religious leaders promote some misconceptions about the vaccines. Education is critical. SCDD plain language information helps to address this need.

Ronke Sodipo (RCEB)

Currently participating in Developmental Services Taskforce which has a group to address the needs of African American consumers and families statewide

Esther Chow (HHEB)

Currently doing Emergency Preparedness program for Vietnamese community. Collaborating with Friends of Children with Special Needs to provide access to Asian consumers and families to different programs including YouTube videos.

Continue to offer parent support groups online

V. Announcements

Participants agreed to meet before the next regular meeting to continue the planning process. Date and time will be announced soon

VI. Adjourn

Next Regular Meeting: March 22, 2021