



Diversity & Equity Committee

Date: Monday, September 27, 2021

Location: Virtual Meeting

Time: *5:30 – 6:45 p.m.

MINUTES

I. Welcome & Introductions

Staff: Lisa Kleinbub, Chris Hanson, Ronke Sodipo, Jairo Guiza

Guests: Morena Grimaldi, Frank Pere, Arthur Lipscomb, Sister Marygrace, Erika Gonzalez, Anna Wang, Vi Ibarra, Esther Chow, Darin Lounds, Benjamin Chen, Sheraden Nicholau

II. Additions to the Agenda

No additions

III. Updates from sub-committees

Anti-Racism /Education Subcommittee

Ronke: Met with Morena to analyze data. We finalized a document that compiles information on ethnicity and age of consumers. Our focus this time is the gap between authorized services and utilized services. We want to find out why this gap exists. Why the utilized services in so many cases are lower than the services authorized? Is it because of lack of services available? What are other reasons? We will present our findings in the future so that everyone can see the report and ask questions. Also, a survey was conducted among the service provider community collecting information about their experience providing services to RCEB consumers and families. A consultant leading this work will now meet with focus groups. The purpose of these activities is to address issues brought up by African American vendors who feel discriminated against in the referral process.

Sheraden: We completed all of the activities planned in our subcommittee and now should develop new activities.

Equity in POS Expenditure Subcommittee

Chris Hansen: There hasn't been much conversation on this topic. There's overlapping in the three subcommittees. The emphasis has been promoting the Self-determination program, assisting individuals and families to access services not accessed before. We are committed to making sure the Self-Determination program will not become another program where families do not receive services.

Communication Subcommittee

Morena: The entire Committee needs to meet to plan next series of activities.

IV. Discussion on Collaboration with Self-determination Program

Anna Wang: I push for the SDP to be successful in minority groups. This is a huge challenge. Many parents feel discouraged to apply because it is said that the budget is set based on expenditures during the previous year.

Arthur: The budget should be increased when the family has insufficient POS expenditure

Sheraden: It's important that families identify unmet needs and change in circumstances when completing the IPP and the SDP budget process

Ronke: orientations started at the end of June. At the beginning there was a lot of interest from families. By the end of August, the level of interest decreased but we're seeing that interest is picking up again.

Esther Chow: There's a disparity already in accessing the SDP weekly orientations for the Cantonese/Vietnamese speaking communities. Fortunately, for now, I'm happy to report that thanks to the DDS grant, Helping Hands of the East Bay has been able to partner with RCEB and offer 2 orientations, one in Vietnamese and one in Cantonese. Two participants in these orientations were from GGRC and one from ELARC

Morena: How can the Self-determination program and the Diversity and Equity Committee collaborate?

Sheraden: It's a great idea to have liaisons for the Self-determination program and the Diversity and Equity Committee.

Ronke: We in this committee could talk about challenges faced by families and how to provide support where needed.

Anna Wang: For monolingual families the program is very challenging

Esther Wong: who provides guidance to families to help them transition to the SDP?

Lisa: DDS is planning to conduct orientations in many languages

V. Reports from the community

Sister Marygrace: In our programs, we are at a standstill. People in diverse groups on our campus “Camino Nuevo” and “Southeast Asian” day programs are attending in very low numbers. Families don’t want to use transportation due to issues related to vaccination requirements and covid protections. Things are still not working for many families.

Lisa: Each situation is unique. Transportation is a problem because of licensing requirements including social distancing.

Frank: should we move to an Action Item to select a Liaison for the Self-Determination Advisory Committee?

Lisa: The Self-Determination Advisory Committee meets on the first Monday of the month from 7 to 8:30 pm

A parent from that Committee should be the Liaison

Sheraden: California achieved an important civil right with Governor Gavin Newsom’s signature on [Senate Bill \(SB\) 639](#) ending the policy that allowed businesses with special licenses to be able to pay people with disabilities subminimum wage for their work. California now becomes the 13th state to end this practice. Once the implementation process is complete all California employees with disabilities will earn at least minimum wage for their work.

VI. Adjourn

Next Regular Meeting: November 22, 2021