



DIVERSITY & EQUITY MEETING NOTES

Date: November 27, 2023

Start Time: 5:30 PM

End Time: 7:00 PM

Location of This Meeting: Regional Center of the East Bay

- Virtual
- 500 Davis Street, San Leandro
- 1320 Willow Pass Road, Concord

ATTENDEES:

Staff Present: Lisa Kleinbub, Chris Hanson, Elvia Osorio-Rodriguez, Lindsay Meninger, Jairo Guiza, Mariana Varela.

Host: Sadia Mumtaz - BOD Vice President

Guests: Ann Pringle, Anna Wang – FCNS, Dr. Gregory Holler, Edda Banuelos, Families United for Equity, Frank Paré, Gabriela Solval – SCDD, Douglas Hollie, Karen Hornberger, Karen Wallace, Mike Pereira – AlaCosta Centers, Norma Gonzalez, Sadia Mumtaz, Sara Martinez de Osaba, Spencer Hollie, Vi Ibarra, Wardell Jackson, Wendell James, Zachery Wheeler, Zelma.

Spanish Interpreter: Maricela

Note Taker: Cristal Jimenez-Hernandez

AGENDA:

- **Welcome and introductions**
- **Subcommittees Focus** – all attendees joined break-out rooms in this meeting with the purpose of gathering ideas and suggestions for each subcommittee:
- **Communication & Accessibility** – Identify better ways to communicate with the underserved communities. The topics suggested for this subcommittee to work on in the next months are more interpretation services, use of closed captioning in virtual

meetings/events, and change some of the language in the client satisfaction survey. This subcommittee will be meeting on the off months of this committee.

- **Policies, Grievances & Complaints** – A survey was created to identify the top three policies for RCEB to improve equity. The top three results are Specialized Child Care, Social Recreation and Respite, and Intensive Behavioral Support. Sadia suggests to include a step-by-step information when it comes to grievances.

- **POS/Disparities** – Identify areas where equity can be improved. To discuss where and how POS meetings should take place this year. La Familia will be creating a Facebook page and zoom presentations where videos and posts about RCEB services in different languages will be shared. A first presentation is planned to be published on the last week of January 2024. Anna Wang suggested doing it on YouTube too. Dr. Gregory offered himself to create a power-point presentation where Anna Wang can translate it into Chinese and Jairo into Spanish version. Zackary mentioned some vendors have more client referrals than others, and would like to know why there are these disparities and how can this can be solved? Chris Hanson stated that Regional Center services are "Person Centered" where the clients choose the type of services they want to use and the service provider.

- **Meeting Schedules/ Sub-Committees' Dates in alternate months**

Sadia suggested to have more frequent meetings to be held every month to move in a faster pace for things that needs to be done. Mike Pereira agrees with this and recommended that action items should have a deadline and a formal report, and to focus on items that are priority.

Frank Paré would like to know how this is going, and what are the expected results. Per Lisa, the idea of restructuring the subcommittees date meetings is to be able to gather all items that need change and work on them by priority levels and to get results.

Sadia re-stated that the reason for creating the subcommittees is to bring more people interested in these topics and join the taskforce, as a way to show equity and listen to other people's ideas and feedback.

Zachery Wheeler is concerned that there are too many focus groups created and spread into committees and subcommittees, that it may not generate results. Wendell agrees with Zachery.

- **Public Comment, Information Sharing, Complaints**

J Douglas Hollie - Asked what has been accomplished during these past 5 months when creating these subcommittees. Per Sadia, during those months the subcommittees were able to find the focus items and which one they want to complete first.

Maria is concerned about youth transitioning to adults and the time when they finish high school. She would like to know how RCEB can ensure that youths are informed about all the existing adult programs.

Zelma shared her experience with RCEB services about the lack of communication regarding her grandson, who was a client. She shared that she was not informed about the existing funeral services and other services needed, mentioning that all this time she was asked, “what can I do for you” instead of providing her with helpful information that she does not know it exists. She expressed she felt begging for resources instead of being provided to her. Frank Paré is upset about the inconsistencies in the case of the grandson of Zelma.