



## DIVERSITY & EQUITY COMMITTEE MEETING MINUTES

**Date:** Monday, February 26, 2018

**Time:** 6:00 - 7:00 pm

**Location:**

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

**Meeting Notes:**

### 1. Welcome and Introductions

*RCEB Staff Present:* Lisa Kleinbub, Ronke Sodipo, Elvia Osorio-Rodriguez, Edda Banuelos, Ineko Ito, Sylvia Cabrera, Jairo Güiza, Michi Toy

*Guests:* Morena Grimaldi, Sister Marygrace, Patricia Albano, Sheraden Nicholau, Esther Wong, Sandra Coss, Nancy Eddy, Anna Wang, Arthur Lipscomb, Nicole Rae Manzana, Geneva Ziaouré.

### 2. Additions to the Agenda

Nancy Eddy asked whether meetings to share POS data will be accessible to deaf individuals. Lisa K. responded that people who use ASL services have high expenditures. We will continue to inquire about it.

Anna Wang commented that rates are too low which makes it difficult to hire qualified staff. "Salaries are competitive only with gas stations and burger restaurants" was the reason for lack of competition from service providers.

Anna also noted that vendorization is a daunting process for everyone and even more difficult for non-English speakers. Lisa responded that this may be an opportunity for an organization to design a project and request money to provide training and coaching on this subject. Arthur Lipscomb suggested that RCEB provide coaching to potential vendors.

Morena Grimaldi asked whether families are overwhelmed and tired of too many issues. She asserted that some families are at breaking point. "Are Case Managers offering the support that families need?" She asked. Lisa K. responded that promotora projects currently being implemented by various organizations are meant to provide support to families who can learn

about navigating the RCEB system.

Sheraden suggested that RCEB have a virtual, interactive meeting on our webpage for the community to comment on POS expenditures. In addition, Sheraden suggested that RCEB advertise more when looking for providers. Perhaps a banner on the front page of the website.

### 3. Updates

(reported)

### 4. Support Groups: Sister Marygrace Puchac

[In Elvia Osorio-Rodriguez's absence, she submitted a summary:]

Sister Marygrace is working with Sylvia Canjura Ornelas, a Spanish Speaking RCEB Case Manager in Concord to find members for "Madres Unidas" (a new Parent Support Group) to recruit mothers needing respite and who may use Center for Well Being as a place for respite care. This information is being distributed to RCEB Case Management Divisions and we welcome referrals to connect them to this new support group as we are hoping to expand membership.

The Children's Division has added a new Supervisor, Paul "Ian" Mendoza and Team to their Concord office. Paul speaks Spanish, Tagalog and English. The team will cover 3-22 year olds in East, West and Central CCC. The Concord office is now looking for a Tagalog speaking Case Manager; please send leads to RCEB HR.

Mitra Nekbeen, an RCEB Children's Dari Speaking Supervisor has met with Jairo, Hedieh and a new FRN parent trying to reach out to the Afghan and Persian Communities.

The Congreso Planning meetings have started for both the Alameda and Contra Costa County Events. The Oakley event is scheduled for April 28<sup>th</sup> and the Hayward event for August 4<sup>th</sup>.

### 5. Diversity & Equity Specialist: Jairo Güiza

#### **Cultural Competency Training:**

World Trust: Feb 5<sup>th</sup> with Training of trainers for 45 service providers and 4 RCEB staff.

Circleup Ed: Started a series of 13 trainings and two trainings have been implemented so far; one on February 13<sup>th</sup>, and the other on February 20<sup>th</sup>. The focus of this training is to raise awareness about unconscious bias and the micro-aggressions that stem from them. Circleup Ed will provide 11 trainings for RCEB staff and 2 for service providers. 30 people will participate in each training.

**Funding for projects to reduce disparities and to promote equity in 2017-2018**

Regional Center of the East Bay was awarded \$60,000.00 for Community events. DDS denied money requested for cultural competency training and for translation of documents.

Two charts containing information about projects approved for funding by DDS to reduce disparities in the purchase of services were distributed. One chart reflected projects to be implemented by Regional Centers. The other chart reflected projects to be implemented by CBOs (Community Based Organizations).

**Community meetings to share POS data and to gather community feedback**

Data is already on RCEB and DDS websites.

Dates, times, and languages of community meetings are posted on the RCEB website.

**Community Events Supported by Diversity and Equity Office**

Congreso Familiar Conference Contra Costa County: April 28, 2018

Congreso Familiar Conference Alameda County: August 4, 2018

**Next Meeting:**

Monday, March 26, 2018 from 6:00 pm – 7:00 pm in San Leandro