



## DIVERSITY & EQUITY COMMITTEE MINUTES

**Date:** September 23, 2019

**Start Time:** 6:00 PM

**End Time:** 7:00 PM

**Location of This Meeting:** Regional Center of the East Bay

500 Davis Street, San Leandro

1320 Willow Pass Road, Concord

### **ATTENDEES:**

**Staff Present:** Lisa Kleinbub, Elvia Osorio-Rodriguez, Edda Banuelos, Ronke Sodipo, Jairo Guiza,

**Guests:** Morena Grimaldi, Sandra Coss, Esther Chow, Sheraden Nicholau, Esther Wong, Arthur Lipscomb, Sister Marygrace Puchac,

### **ADDITIONS TO THE AGENDA**

n/a

### **MISSION STATEMENT UPDATE – Jairo**

On July 31<sup>st</sup> several members of the committee met in Concord to revise the Committee’s Mission Statement. The group was divided into 4 smaller groups. Each small group produced a proposed Mission Statement. After 3 hours of group discussions the following proposals were submitted by the 4 groups:

“To inspire services and support that encourages full inclusion and honors the diversity of our community”

“To innovatively create equity, diversity and respect for minority and underserved rceb consumers and their families”

“To create equitable support systems through approaches that are radical openness and cultural humility in our community”

“The rceb diversity and equity committee works to allocate resources, provide tools, and partner with individuals and families to increase representation and reduce service disparity across ethnicity, language and culture”.

The next step was for Jairo to consolidate the 4 proposals into one Mission Statement and submit by email to the group for suggestions or comments. After one suggestion from Sheraden Nicholau the new proposed Mission Statement reads:

“To build and promote equitable support systems for ethnically, culturally, and linguistically

diverse communities”

Morena will submit this proposal to the Board for approval

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## **NEW SERVICES UPDATES**

### **Sandra Coss**

Latino Parents in the self-determination program need to form a support group because the process is very difficult.

Sheraden and Sandra are making efforts to diversify the independent facilitators.

A Facebook page was created to share resources for families enrolled in the program.

A newsletter was also created to inform about orientations.

A new support group was created in Oakley in collaboration with the school district.

In Concord, some work has been done on a one-on-one basis with families dealing with personal issues.

A Posada (Christmas Celebration) has been scheduled for December 7<sup>th</sup>.

### **Esther Chow**

Her group will conduct an orientation for families.

Translate documents for an RCEB workshop on Living Options.

Held Moon festival outreach. One hundred ten people participated. A video produced by Helping Hands East bay was presented. The video introduces a range of services from RCEB.

Consumers using the services are featured in the video. Esther will send the link to the video for everyone to see.

Self Determination will start in 2 years. This committee should pay attention to this fact due to the new services that will be developed to satisfy the needs of consumers/families.

### **Anna Wang**

350 people signed in for seminars on self-determination.

Four individuals were certified in Person Centered Planning. Certified individuals speak the following languages: Spanish, Tagalog, Cantonese, and Mandarin. Lisa clarified that there's no certification for Person Center Planning.

More seminars are planned in the near future.

Sheraden stated that some pre-requisites will be developed for Person Centered Planning facilitators. The focus is to make it easy for people to complete the 8 hours training.

### **Sister Marygrace Puchac**

We started hiring Mien and Cambodian staff. Today we are hiring Chinese and Vietnamese staff to serve those communities. Each new staff enriches our work.

## **SUPPORT GROUPS SUMMARY – Elvia Osorio-Rodriguez/Sister Marygrace Puchac**

Nothing to report. The Mother's Support group will resume in October.

Urging Supervisors to help in getting a support group started for Tagalog speaking families.

**DIVERSITY & EQUITY SPECIALIST SUMMARY – Jairo Guiza**

July 31<sup>st</sup> from 1 to 4 pm: Meeting to revise mission statement

Present: Morena Grimaldi, Sister Marygrace, Chris Hanson, Arthur Lipscomb, Lisa Kleinbub, Edda Banuelos, Sandra Coss, Esther Wong, and Lisa Gonzalez.

By phone: Ronke Sodipo and Sandi Soliday

- . Congreso Familiar was held on August 3 at Chabot College.
- . Special Connections Summit will be held on October 19th at Contra Costa College.
- . Family Home Agency: A contract between RCEB and Enriching Lives has been signed to offer the service to communities who speak Cantonese, Vietnamese and those who communicate through ASL.
- . Indigenous Red Market is an event for Native American communities. It is held in Fruitvale every 1st Sunday of the month. Sister Marygrace and Jairo plan to host a table next month.
- . RCEB has requested funds to DDS to develop 2 projects:
  - a) Community events
  - b) Startup funds for out of home respite in West Contra Costa County

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**ANNOUNCEMENTS/OTHER  
ADDITIONS TO THE AGENDA**

n/a

**Next Meeting:** Monday, October 28, 2019 at 6:00pm

- San Leandro
- Concord