



Diversity & Equity Committee

Date: Monday, July 27, 2020

Location: Virtual Meeting

Time: *4:30 – 6:00 p.m.

MINUTES

I. Welcome & Introductions

Staff: Lisa Kleinbub, Elvia Osorio-Rodriguez, Ronke Sodipo, Jairo Guiza

Guests: Morena Grimaldi, Sister Marygrace, Sandra Coss, Geneva Ziaoure, Angel Wiley, Benjamin Chen, Bill Pelter, Arthur Lipscomb, Patricia Albeno, Esther Wong, Roshni Easley, Kathy Hebert.

II. Additions to the Agenda

Morena: Now that the duration of the meeting is longer than before we should start brainstorming on our goals for next year

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

RCEB has upgraded our website. New features include:

- Multilingual in 10 languages: English, Chinese, Vietnamese, Italian, Hmong, Korean, Filipino, Spanish, French, Russian
- Full Menu allows you to see everything that is on the site
- Link to COVID-19 info on the main page.
- Eligibility Requirements, our services, self-determination, health & safety (COVID-19), legislative news (2)
- Calendar where we will list RCEB events.
- The pink bar is where all of the public information that is required to be posted can be found including our board agendas, minutes, performance reports etc.
- Finally on this first page, we have buttons so that you can send emails, links to our soon to be active social media sites and a place for you to enter your email and name to get updates from RCEB

What This Committee has accomplished in the past:

- Made recommendations on proposals to address disparities when funding became available
- Identified need for calendar in website. Made recommendation

- Supported the creation of Parent support groups and offered assistance
- Bi-weekly community meetings
- Supports related to COVID-19

Our Mission: Build and Promote Equitable Support Systems for Ethnically, Culturally and Linguistically Diverse Communities

The following is a list of communities who are culturally and linguistically diverse:

1. Spanish: 3,626
2. Cantonese: 457
3. Tagalog: 293
4. Vietnamese: 287
5. Mandarin: 251
6. ASL: 151
7. Arabic: 127
8. Farsi: 100
9. Korean: 89
10. Hindi: 88

Goals for 2020 -2021

- Focus on SMART Goals (Specific, Measurable, Achievable, Realistic, Timebound)
- Promoting: Specific recommendations
- Identify Lead Individuals

Topics

- Projects to address disparities
- Communication: Using new platforms: Website, Zoom, Social Media, print media, radio, TV - conferences
- Closing the digital divide: Access to devices (smart phone, computer, tablet, etc.), Internet connection (wireless, broadband, hot spots, etc.), Training (coaching)
- Support groups
- Presentations for Diversity & Equity members

Steps

- Identify needs in communities
- Share information with committee
- Develop recommendations for the board
- Follow up

IV. Reports (Open to all participants)

- How are family needs been met?
- What are the challenges?

- What resources are been developed to address needs?

Lisa: This committee should include addressing systemic racism

Esther Wong:

- . The Providers' Network needs to know about disparities in services.
- . In July the Asian Resources Network recruited a team of six individuals. Three are bilingual in Vietnamese and 1 trilingual Chinese speaking individual.
- . Soon a brochure will be available for distribution.

Anna Wang:

- . During Covid-19 service providers are experiencing hardships. Some staff are being dismissed, which also contributes to disparities. Services providers hire 90% bilingual staff, but now it's impossible to keep them.
- . How can providers be supported so that they remain viable? The diverse community must be served in a culturally and linguistically competent manner.
- . Friends of Children with Special Needs [FCSN] hosts family support groups in Cantonese, Mandarin and now in Vietnamese on a weekly basis.
- . Online services can be accessed any time such as classes via Zoom, Monday through Friday, getting help on how to access social media and technology, over 100 activities, videos, and webinars on the website, virtual concerts from Dream Achievers both on Facebook and YouTube platforms.
- . The Special Needs Talent Showcase will be held on August 22nd at 4 pm. The author of a best selling book, who has autism and is from UK will be one of the judges of this contest.
- . Perhaps we could request federal funds to help in closing the digital divide.

Lisa: Service providers will be allowed to serve communities in alternate ways.

Arthur: Available to provide training to all groups including in the Asian community.

Angel:

- . The State Council on Developmental Disabilities hosted a listening session to hear testimonials regarding incidents with the police and suggestions on how to address police brutality. Forty-four people participated.
- . The next step is to use the information to craft policy for State Council Legislative action.

Sandra Coss:

- . COVID-19 is disproportionately affecting the Latino community.
- . Personal Protective Equipment was distributed in several places in Alameda and Contra Costa Counties.
- . Trainings are being offered online as well as support groups.

Esther Chow:

- . Conducting weekly phone calls to families.
- . Support groups held online. Providing coaching on the use of technology, using google and taking advantage of services provided by FCSN online.
- . Personal Protective Equipment was distributed to families.
- . Is it possible to provide translation into Cantonese and Vietnamese for Lisa's community meetings via Zoom?

Lisa: right now, we're discussing with Asian teams to explore what's possible on this regard.

Sister Marygrace: There are mothers who are taking care of individuals providing intensive care for youth and adults. I'm concerned about these mothers.

Lisa: Increase care provision needs to be put in place, especially now that schools will not be open.

Patricia Albano:

- . Care Parent Network distributed Personal Protective Equipment to families. With a grant from individual donors, food cards were distributed to families also.
- . Virtual conversations sustained for 15 weeks to discuss issues such as depression, nutrition, reading labels, budgeting, and other topics.
- . The fathers' group also was held. Fathers share their experiences.
- . Our resources are posted on Congreso Familiar's website.
- . We will start offering Congreso Familiar online.
- . Thanks to the support from RCEB.
- . We have a Facebook page for Congreso Familiar.

Ronke: We have received requests for support from the Jim Burton Helping Hand program for undocumented families

V. Announcements

VI. Adjourn

Next Regular Meeting: October 26, 2020