



Diversity & Equity Committee

Date: Monday, October 26, 2020

Location: Virtual Meeting

Time: *4:30 – 6:00 p.m.

MINUTES

I. Welcome & Introductions

Staff: Lisa Kleinbub, Elvia Osorio-Rodriguez, Jairo Guiza, Edda Banuelos, Chris Hanson
Guests: Morena Grimaldi, Sister Marygrace, Sandra Coss, Allen Davis, Arthur Lipscomb, Sheraden Nicholau, Amber Stickels, Esther Wong, Esther Chow, Lisa Gonzalez

II. Additions to the Agenda

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

Let us recognize that we stand on Ohlone Territory

“Surviving through two centuries of persecution and genocidal policies during the Spanish, Mexican and American eras, Ohlone people continue to inhabit their ancestral homeland, the San Francisco Bay and Monterey Bay Areas

Ohlone means Costanoan. This grouping term was created by anthropologists to signify broad-based linguistic and cultural similarities among some 58 independent tribal groups”

Notes from the Planning Meeting, which was held on September 21, 2020

The group was divided into 3 smaller groups to develop SMART goals for next year

Group Number 1

Focus: How to Achieve POS Equity Workgroup

Chris Hanson, Facilitator

Participants: Esther Chow, Sandra Coss, Patricia Albano

Possible Goals:

- Training for RC case managers, supervisors and directors on POS disparities and the important goal of increasing POS for underserved consumers/families – increasing equity among consumers of all ethnicities/languages
- Training consumers and families re: their rights and the changing policies and

procedures for RC services. For example, participant directed additional services, exceptions committee, contacting RC supervisors if families experience difficulties with case managers. (Education is happening with families under DDS Disparity projects. Access to services is still an issue if RC denies services requested)

- Workforce development – increasing bilingual staff for providers/vendors
- Promote Self-Determination Program to underserved consumers/families since it will be available to all who want to enroll by June 2021

Group Number 2

Focus: Anti-Racism / Education

Members: Morena Grimaldi, Ronke Sodipo, Elvia Osorio-Rodriguez, Sheraden Nicholau, Benjamin Chen

D&E Mission Statement: To build and promote equitable support systems for ethnically, culturally and linguistically diverse communities.

- Goal Draft: Identifying manifestations of systemic racism within service provision within the East Bay catchment, first by looking at representation.
- Definition of Racism: Discrimination or hatred based on race (ethnically, culturally, linguistically).
- Investigation work—identifying overt and covert, where we can. Quantitative and Qualitative:

Look at the data re representation re breakdown / % of people served at RCEB (ethnically, culturally, linguistically), and

- The breakdown / % within vendor community
- The breakdown / % within RCEB staff
- Apply the uncovered data to utilization of POS hours
- Build capacity to develop representation in RCEB staff and vendors to match the community served (ethnically, culturally, linguistically)

Group Number 3

Focus: Communications:

Members: Esther Wong, Lisa Kleinbub, Arthur Lipscomb, Jairo Guiza

1. Identify platforms (technology) used by diverse populations
2. Get funding for devices (such as smart phones), classes for alternative services, and hot spots
3. Collect data on families getting access to internet/day programs
4. Use text messages to communicate with families
5. Develop mailing list and use it to communicate with families

Comments:

Sister Marygrace:

Few thoughts about Planning.....

Perhaps we could take an in depth look at NEEDS – Areas of Lack Cultures we are not reaching before designing Goals. (Just a thought)

"build up the capacities for the under-utilized services/programs".

Esther Wong: "build up the capacities for the under-utilized services/programs".

Additional comments:

- Regarding anti-racism, let's concentrate on things under our control
- Shall we have a 2-question survey after each Zoom meeting?
- Education offered to families does not match if there's resistance @ RCEB by service coordinators/ supervisors/director
- Latinos have to work harder than others in order to obtain services
- Access to information must be made in the language spoken by communities

IV. Reports (Open to all participants)

- How are family needs been met?
- What are the challenges?
- What resources are been developed to address needs?

About Family Home Agency for consumers who speak Cantonese, Vietnamese and ASL

Esther Chow: Helping Hands East Bay has supported the Family Home project led by Enriching Lives. "We have translated materials and facilitated community meetings".

Lisa Gonzalez: There's a communications' gap for deaf people accessing information at group homes. Deaf people should be able to access the Family Home Agency service

Ronke Sodipo: We will follow up on your comment

Lisa Kleinbub: Perhaps the program Asian Resource network that develops workforce for services to the Asian community would be a resource for Enriching Lives?

Arthur Lipscomb: Some Family Group Homes are not culturally appropriate about the food they serve. This is a complaint I often get at my office.

Esther Wong: Not everyone is able to hire culturally competent people. It is a challenge to reach out to people.

Allen Davis: (from Enriching Lives): Currently one Vietnamese home is about to complete the certification process. One ASL staff is being hired.

Amber Stickels: Covid-19 put roadblocks to the work. At the moment, 2 homes for Cantonese speaking consumers are interested in becoming certified. We continue to advertise through radio and newspapers

Services provided by La Familia

Sandra Coss: Webinars and trainings continue to be offered to Latinex community
Ten Parent support groups meet monthly
Outreach presentations have been made to other agencies and Regional Center
DDS is collecting data about services accessed by families

Asian Resource Network Program

Esther Wong: The project started in July
We recruit consumers to use RCEB services through outreach at different venues
Our mission is to develop workforce. We contacted 23 vendors who are interested in serving Asian consumers and may hire the individuals served by our project

Services provided by Friends of Children with Special Needs

Anna Wang: We have hosted 2 parent support meetings, 28 Zoom meetings, a successful fundraising. We were able to get 40 iPads and monthly internet services. High School students provide support to families who need these devices and teach them how to use the devices. In addition, we're hosting concerts by the Dream Achievers on Facebook. Check them out!

V. Announcements

Participants agreed to meet before the next regular meeting to continue the planning process. Date and time will be announced soon

VI. Adjourn

Next Regular Meeting: March 22, 2021