



## Diversity & Equity Committee

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Date: Monday, March 22, 2021

Location: Virtual Meeting

Time: \*5:30 – 7:00 p.m.

### MINUTES

#### I. Welcome & Introductions

Staff: Ronke Sodipo, Chris Hanson, Lisa Kleinbub, Jairo Guiza, Edda Banuelos, Elvia Osorio-Rodriguez,

Guests: Mike Pereira, Arthur Lipscomb, Morena Grimaldi, Erika Gonzalez, Sister Marygrace, Benjamin Chen, Kelly Ko, Marcie Hodge, Esther Wong, Esther Chow, Anna Wang, Sheraden Nicholau, Patricia Albeno,

#### II. Additions to the Agenda

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

### **Progress in the Planning Process**

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

#### Anti-Racism / Education Subcommittee

Definition of Racism: Discrimination or hatred based on race (ethnically, culturally, linguistically).

Members: Morena, Ronke, Elvia, Sheraden, Benjamin Chen

#### Goals:

- Identifying manifestations of systemic racism within service provision within the East Bay catchment, first by looking at representation.
- 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 dollars/hours
- Build capacity to develop representation in RCEB staff and vendors to match the community served (ethnically, culturally, and linguistically)

<b>Strategy</b>	<b>Timeline</b>	<b>Lead Person</b>	<b>Resources Needed</b>
1. Look at <u>the data</u> re representation re breakdown / % of people served at RCEB (ethnically, culturally, linguistically)	What is reasonable? By March 15 <sup>th</sup> , 2021- preliminary info to be obtained	Ronke/ Morena (to go over data)	Disparity data for previous fiscal year (19/20 data) Deeper dive into allocation of hours-specific groups (ie: 3-18 yo, respite)
2. The breakdown / % within vendor community	By May 31 <sup>st</sup> , 2021	Ben/Sheraden	Survey? Consult w Lisa re: whether a survey already exists- Measuring representation and capacity
3. The breakdown / % within RCEB staff	By March 15 <sup>th</sup> , 2021	Elvia/Ronke	RCEB HR Dept will provide current data by Depts including delegate agency (LF)
4. Identify mechanism(s) (survey, IPP unmet needs, 4731 complaints) to review complaints/feedback/experiences from stakeholders to understand perceptions	By May 31 <sup>st</sup> , 2021 Start late March, early April 2021 Updates will be available by May 24 <sup>th</sup> , 2021.	Ronke/Sheraden/Ben	DDS report available to review data-Survey → To capture unmet needs

6. Develop strategies and trainings for RCEB staff, vendors, and people served to set expectations for interactions	Start by June 2021-planning	Ronke/Sheradan/Ben/Morena /Elvia	Contingent upon all Collection/Review of all data
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**Goal: Investigation work—identifying overt and covert racism/discrimination, where we can.**

**Quantitative and Qualitative:**

Strategy	Timeline	Lead Person	Resources Needed
1. Look at <u>the data</u> 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 <u>utilization of POS hours</u>	By end of July 2021	Ronke/Sheraden/Ben/Morena/Elvia	All data from #1-#4

<b>5. Apply the uncovered data to <u>utilization of POS hours</u> (bring to community for feedback)program development</b>			
<b>6. Develop strategies and trainings for RCEB staff, vendors, and people served</b>			

<b>to set expectations for interactions</b>			
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**1. Communications – Digital Accessibility Subcommittee**

Esther Wong, Lisa Kleinbub, Arthur Lipscomb, Jairo Guiza, Kishan, Kavita Sreedhar

Get funding for devices (such as smart phones), classes for alternative services, and hot spots

Collect data on families getting access to internet/day programs

<b>Strategy</b>	<b>Timeline</b>	<b>Lead Person</b>	<b>Resources Needed</b>
Collect data on families getting access to internet/day programs		Jairo - Lisa	Service coordinators are contacting all individuals older than 16 for vaccine rollout
Identify platforms (technology) used by diverse populations		Jairo - Lisa	Service coordinators are best positioned to collect information about preferred platforms used by families
Develop email list and use it to communicate with families	Ongoing		Families can register at RCEB's website
Maximize current outreach methods such as participation in community events/meetings	Ongoing	Lisa – Jairo – Other RCEB Staff	
Develop Multilingual Newsletter	Every 3 – 6 months	Lisa - Jairo	Develop and implement plan
Inform families about Low or no cost Resources available to them	Ongoing	Lisa - Jairo	Collaboration among RCEB staff

**Texting families not possible for now because RCEB does not have the necessary technology**

## **2. Equity in POS Expenditure Subcommittee**

### **How to Achieve POS Equity Workgroup**

Chris Hanson, Facilitator

Participants: Esther Chow, Sandra Coss, Patricia Albeno, Kelly Ko, Anna Wang, Amber Stickels, Kavita Sreedhar, Samantha Norgaard

#### **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. Provide additional support to culturally and linguistically specific vendor agencies to complete the vendorization process
- Promote Self-Determination Program to underserved consumers/families since it will be available to all who want to enroll by June 2021

<b>Strategy</b>	<b>Timeline</b>	<b>Lead Person</b>	<b>Resources Needed</b>
1. Education on challenges faced by ethnic minority communities in accessing services. Provide Cultural and Linguistic competency training specific to these groups: Chinese American, South Asian American, African American, and Spanish Speaking	Identify presenters by 3/22/2021 Schedule webinar/training by April 2021 Continue providing trainings for other ethnic minority communities moving forward	Chris Hanson	Culturally and Linguistically competent educators to be chosen to train Community partners CBOs
2. Continued training on Person-Centered Thinking training and approaches	Now and Ongoing	Chris Hanson	SCDD, PCT Training agencies, SDLAC coaches

3. Training for hiring culturally diverse populations	TBD	Chris Hanson	Support from HR at RC, Cultural Consultant
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IV. Reports (Open to all participants)

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

**Anna Wang**

The Asian community flock to Friends of Children with Special Needs and to Helping Hands East Bay. However, we’re unable to fulfill all the needs in our community. We need to raise more awareness about the Self Determination program because the program provides more opportunities for families to use services

Thanks to the support FCSN had from Sheraden and Benjamin, we were able to support vaccination for our community. We will have vaccines for more than 200 families in Fremont. Kelly will inform when vaccination slots are available at FCSN

Auditions will be held for individuals who want to show up their talent. The deadline to register is April 2<sup>nd</sup>. The Talent Show will be virtual, and Lisa will be one of the judges.

**Esther Wong**

In Oakland, Asian families face many barriers. Some families have problems being vaccinated because their children have behavioral needs. Perhaps vaccines could be delivered to homes. I plan to speak with Wilma Chan to discuss best ways to address the needs of the Asian community in Oakland.

Asian Resource Network is training 12 individuals. Some will be ready for internships. Anna Wang will host some of these interns.

**Edda Banuelos**

The Disparity Funds Program at La Familia hosted the first Latino event on Equity. Around 226 people attended. The event exceeded our expectations. Parent leaders led conversations in break out rooms. Parents were asked one question: “Is there any service from the Regional Center that you wish to receive but is not receiving and why?” Our Case Managers will follow up with families to help them access the services.

La Familia has a mobile clinic, which is being used to provide vaccines in the community

**Lisa Kleinbub**

Thanks to Sheraden and Benjamin, there are many efforts going on to get vaccines out to the communities. I will share on our website any opportunities available for diverse populations. Sometimes you need to register in advance in order to get the vaccine. Once you are registered they will call you when the vaccine is available. Drive ups are hard to host because you need a large space for observation after the vaccine. RCEB can access Safeway. No codes are provided anymore

**Patricia Albano**

Shout out to Lisa and to RCEB for sending letters to families. I got my letter on time

**Erika Gonzalez (From 24 Hour Home Care)**

Currently we are accepting applications for providers both in Spanish and Vietnamese

**Esther Chow**

Some of our clients and their families are getting the vaccine. Families can sign up at [asianhealthservices.org](http://asianhealthservices.org).

**Sister Marygrace**

Staff and clients were vaccinated in five clinics. Some staff were hesitant to get vaccinated. Our clinics are booked. We also have contacted CVS and Walgreens. They will inform us when new opportunities become available

**Benjamin Chen**

We partner with CBOs for pop up sites. The CBO does the outreach and Alameda County does the vaccination and the clinic.

The CBO provides the site and registers, at least 30 people for the vaccine. Also the CBO provides the check in, tables, chairs, access to electricity, and an special area for people with behavioral issues

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: May 24, 2021