



**Alameda County
Developmental Disabilities Planning and Advisory Council**

Ben Chen, Coordinator
ADDRESS: 1100 San Leandro Blvd.
San Leandro, CA 94577 PHONE: (510) 267-3261 FAX (510) 273-3865
EMAIL: Benjamin.chen2@acgov.org WEBSITE: www.acphd.org/ddc



Racial Equity Steering Committee

<https://zoom.us/j/95175786904?pwd=R1VIMGY2dkk1bjBZWnFCK2pwK0tMUT09>

Monday, February 14, 2022

3:00PM – 4:30PM

Agenda

Item	Time
Welcome and Introductions/Housekeeping	3:00 PM
Updates <ul style="list-style-type: none">• POS Disparities Presentations• Anything from the group	3:10 PM
Updates and Next Steps: Black Providers/Consumers Workgroup – Data Collection Proposal <ul style="list-style-type: none">• Next Meeting: February 23rd, 1 – 2 pm	3:20 PM
Updates: AAPI Providers/Consumers Workgroup <ul style="list-style-type: none">• Next Meeting: March 8th, 10 – 11am	4:00 PM
Adjourn	4:30 PM
Next RESC Meeting: Monday, March 14th 3:00 – 4:30PM	

Statement of Purpose

The Racial Equity Steering Committee seeks to identify and address structural, institutional, and individual racism within the Developmental Disabilities Planning and Advisory Council and the systems that serve individuals with Intellectual/Developmental Disabilities. We operate from an anti-racist framework to dismantle inequitable systems of white supremacy and advocate for inclusive practices that enhance and encourage equity, justice, and belonging for consumers, their families, and service providers.

Vision

We envision the elimination of a service system that is bifurcated along racial lines, replaced by a system that provides high quality services for **all** individuals regardless of identity. We envision the eradication of racial disparities, and an end to white supremacy, providing tools for everyone.

Values

We recognize and acknowledge...

- that racism and white supremacy are the foundation of the systems that we navigate.
- the importance and value of qualitative **and** quantitative data to guide our work.
- that inequitable systems are created by people and can also be dismantled and changed by people.

We believe...

- that equitable outcomes for the IDD community should include families, self-advocates, and providers.
- in translating theory to action, using a framework of equity to make meaningful change within our community.

We embrace that in our work, mistakes will be made but we will continue to take risks

Design Team Alliance Themes

I would like the culture of this Steering Committee to be...

- safe, welcoming, and respectful; one where members assume positive intent and engage in open-minded discussion
- characterized by members who are action oriented, goal focused, change agents who are invested in transparent equity work
- community oriented, encourage curiosity, risk-taking, vulnerability, authenticity, and honesty with the support of members

What do we need to thrive...

- Consistent engagement and active participation from members with shared ownership of the work
- Active and continuous commitment to building systemic equity through an iterative and measurable process
- Partnerships that foster productive relationships and allyship with consumers
- Shared language and understanding of inequities within our system

How will we be towards one another?

- Calling each other in when feelings are hurt or offense is taken and creating a supportive space to ask questions, grow, and learn.
- Mindful of one's own power and privilege in our interactions
- Intentionally noticing and celebrating strengths and achievements
- Making a concerted effort to notice and reflect on perceived tensions as they arise, being open to learning when hurting or offending others