



## DCFS Latino Advisory Council

January 20, 2021

9:00am – 12:30pm

WebEx

## MINUTES

### Chair-Person:

Nancy Rodriguez

### Past Chair-Person:

Juanita Calderon

### Chair-Elect:

Julia Monzon

### Scribe:

Evelyn Martinez  
Vanessa Castro

### DCFS Members:

Coty Corcoles  
Jose Garcia  
Sydnie Juarez  
Azalea Mejia  
Beatriz Ramirez  
Liliana Romero

### POS Members:

Patricia Aguilar  
Jennifer Contreras  
Daizy Salgado  
Cynthia Valentin

### Ex-oficio Members:

Jose J. Lopez, OLS

### Director's Liason:

Daniel Fitzgerald  
Affirmative Action

### Committees:

Child Safety and  
Permanency

Community Risk  
Reduction and  
Staffing

Data validity and  
Disproportionality

Strategic  
Communications

Latino Family  
Institute

Professional Development  
Day

POS (Ad Hoc)

**Present:** Nancy Rodriguez, Evelyn Martinez, Jose Lopez, Vanessa Castro, Jennifer Contreras, Juanita Calderon, Jose Garcia, Azalea Mejia, Beatriz Ramirez, Yeni Rojas, Dennis Delgado, Patricia Aguilar, Cynthia Valentin, Liliana Romero, Julia Monzon

**Excused:** Sydnie Juarez, Coty Corcoles

**Guests:** Anabel Michal, Richard Echevarria, Daisy Lopez, Deborah Salgado, Rosa Molina, Sherry Cobbins

### A. **Welcome**

Participants were welcomed to the LAC Annual Retreat and introductions were complete.

### B. **Accomplishments** See attachment reviewed by Nancy

### C. **Leadership Workshop** - Sherry Cobbins

Sherry Cobbins, DCFS, conducted a mini workshop on Leadership. She discussed identifying your leadership language, leadership style and your "why." Identifying your leadership language is important as leaders need to have the ability to communicate and knowing your leadership style helps you identify how you interact with others. A person's leadership style changes depending on their environment. A leader cannot be emotional and it's important to put feelings aside and address the elephant in the room.

Identifying your "Why", allows you to focus on your purpose and self-reflect. It's important to develop SMART GOALS that are specific, measurable, and realistic. You need to write down your goals in order to hold self-accountable. Being open to receive feedback from others, embrace failures and celebrate milestones are needed.

### D. **Vision Casting:** See attachment guided by Evelyn.

### E. **Goals:**

Members developed and discussed goals they would like accomplished in 2021. The following were the goals discussed for LAC:

- LAC meet with DCFS Director and DCFS leadership

- Blend leadership styles and remain mindful of our own leadership styles and allow for safe conversation
- Increase unity within LAC by providing professional development and mentoring opportunities
- Improve recruitment and increase inclusivity
- Have open communication with all LAC members
- Increase POS members within LAC
- Listen to everyone and rephrase statements in positive manner
- LAC leadership to facilitate conversations to create understanding and develop positive outcomes
- Increase access and active member participation by 75%
- Increase partnerships with internal DCFS, higher education institutions and external community collaborations
- To maintain joint council meetings and increase participation on joint projects
- Continue the success of DCFS Institute Day and DCFS Professional Development Day
- Continue seeking quality speakers and presenters for LAC events
- Continue advocating for our bilingual Latino community and staff
- Continue improving communication through technology
- Continue DCFS Summits
- Continue Burgos compliance reminders
- Inspire a culture of honoring and celebrating one another
- Continue team building
- Create a recruitment and retention plan among DCFS staff and foster parents
- Continue to develop and submit timely committee reports
- Advocate for increase of Bilingual pay to DCFS and POS staff

**F. Committees Review:**

Each committee and members met via virtual break out rooms to review committee name, description, develop vision and create Smart Goals.

**G. Bylaws:**

The third reading of the LAC bylaws were reviewed, amended and approved by majority vote and one abstention.

**H. Open Forum for Members and Guests**

**Next Meeting:** Committee Smart Goals will be due on **February 17, 2021 at the next meeting on WebEx.**

Scribe: Vanessa Castro and Evelyn Martinez