

Cultural Diversity Committee Minutes
Be Prepared, Be Present, Be Respectful, Evaluate, Share, Engage

DATE: 4.27.16 **TIME:** 2:30-4:30p.m. **LOCATION:** Blue Sky Wellness Center **Note Taker:** Theresa Hughes

Present : Connie Cha, Jill Shepherd, L'Tresha Ashley, James Ritchie, Alton Taylor, Brandy Dickey, Mary Lou Brauti-Minkler, Valene Elwell, Lorene Singh, Karen Markland

Agenda Item	Discussion	Facilitator(s)	Action
<p style="text-align: center;">Welcoming and Introductions</p> <p style="text-align: center;">Lunch & Learn Training Series</p> <p style="text-align: center;">Minutes and Agenda</p>	<p>Meeting began at 2:30 pm with a welcome. Today being Professional Administrative Day, Karen took a minute to thank Theri for her service.</p> <p>Connie discussed the virtues of attending the Lunch & Learn sessions and showed a PowerPoint presentation. She asked for ideas from members in recruiting “subject matter expert.” Karen discussed the pros/cons of attending these sessions. Jill thought the time period (noon) and location might be an issue. Karen explained that these events are hands-on interactive trainings and have been quite successful in the past. Target audience is DBH personnel and is held at Metro and Heritage campuses. Everyone is welcomed however problematic parking may be.</p> <p>Connie informed the Committee and particularly those who were new that the CDC now meets every other month alternating with the WET committee. Everyone is welcomed to attend both meetings. A calendar was distributed.</p> <p>The October 2015 and February 2016 Minutes were distributed and read. There were no changes to agenda. Jill remembered October’s meeting and the discussion regarding penetration rates and how the concept became much easier to understand during that meeting.</p>	<p>Connie</p>	<p>Jill moved to approve the Oct. 2015 Minutes; Jim seconded. Motion passed.</p> <p>Brandy move to approve the February 2016 minutes; Jill seconded. Motion passed.</p>
<p style="text-align: center;">2015 & 2016 Goals/Objectives</p>	<p>Additional announcements included the welcoming of new DBH QI Coordinator, Lee Ann O’Neal.</p> <p>Connie distributed the 2016-2017 Goals with the explanation that this Work Plan criterion will cover 18 months. She also explained how the State requires each county to have annual work plans to fulfill specific goals. The CDC (in subcommittees) narrowed down the top 8 goals for African Americans, Native Americans, Latinos, LBGTQ, and Asian groups from the <i>State of California Disparities Project</i>. This Work Plan will change from the calendar year it had been to sync with other divisions’ fiscal year 2016-2017 reports (QIC, Outcome Report etc.); therefore, the current work plan will end June 30, 2016 and we will begin again July 1, 2016.</p> <p>With regard to the LBGTQ PPG, Jill asked what was DSS’s role in completing our PPG? Connie explained that DSS is ahead of us in drafting their LBGTQ policy and we are going to model after some of their policy. Connie and Karen will draft the PPG, be vetted by the CDC before it goes to Leadership where it will be decided if it contained everything it needs in order for it to be County-ready. Jim suggested that it be sent via email so that members have time to absorb the contents for vetting.</p>	<p>ALL</p>	<p style="text-align: center;">By June we will need to decide how we want to handle these goals (e.g., carry them over/keep, get rid of one/some, or add to).</p>

	<p>Butch is concerned with Criteria 6 because there are no Black Social Work Masters' candidates coming down the Fresno State pipeline and DBH would be better off going after the MFT/Disabled Counseling candidates. He explained that when the students graduate, they usually go to other counties or to private practice because of salaries, workloads, and the DBH atmosphere. Karen clarified that this is not a Fresno problem but a California problem and as a solution we are committed in trying to build a more diverse workforce. There are various reasons that that the County cannot fill their vacancies, one of which is lack of candidates. She stated that we have the honor of navigating through the grass roots to find people to fill these positions. It is evident that we do not meet the needs of our department and that a MH Mentoring program might be a recommendation for next year. She suggested that next year's recommendation be rephrased: How do CDC help to support any outreach in any of the high schools and colleges /universities? It is being done but not termed as a mentoring program. For example, Jim will be at 2 Coalinga high schools tomorrow speaking with underserved population about the MH profession.</p>		
<p>3-year Cultural Competency Training Plan</p>	<p>Connie directed the Committee to the condensed 8 Criterion of the Cultural Competency Plan Requirement (CCPR) that members will concentrate on. The 300-page CDC plan is listed on our website. We are to report to the State an Annual Update regarding these goals. CDC members' presences and input is greatly needed because of the class standards put together by the State. We have been doing well so far under the 2010 guidelines but as soon as the State adopts the new guideline we will adopt that one. Our work is monitored by committee members, standards set by the State, and at the end of the year by EQRO. The department is seeking CARP accreditation and will be looking at our CDC work as well. The CDC Member's works is very important and greatly appreciate. Connie's goal is to reach out and recruit more providers and community people to join the committee.</p> <p>Jim commented that WET Central Regional Partnership has earmarked funding in their 2016-17 budgets specific to class standards training.</p>		
<p>2015 Annual Self-Assessment</p>	<p>Tabled – due to lack of documents</p>		
<p>2016 CC Training Plan</p>	<p>Cultural Competency Training Activities:</p> <p>DBH is obligated to have a certain amount of training as required by the Criterion 5 of the FY 2015-16 Work Plan. Connie discussed the curriculum and its importance. Beyond webinars, seminars, and the Lunch & Learn settings, etc., it appears that the majority of the Cultural Competence Continuum 100-500 has been completed.</p> <p>Connie discussed the procedure it took to get to the Training Activities and the various statuses of in-depth programs/policies that the DBH must adhere to in order to satisfy the training requirement of the State. At years' end, there were 15 completed core curriculum training with 13 to be completed in FY 2016. Also, knowing the statuses of everyone's educational accomplishments will aid in planning for the future community needs. These areas are our guiding foundation.</p> <p>She distributed and discussed the <i>Three-Year Cultural Competence Training Plans 2014-</i></p>		

	<p>2016 and its 6 criterion. Brandy asked about the availability of the training curriculum for individuals so that they may know which training to do next. Karen stated that that's a long term goal.</p> <p>Butch questioned the likelihood of getting a subject matter expert for Criterion #s 306-307-308 because of the enormousness of the subjects. Karen acknowledged and sees us working on getting these "rolled" out early next fiscal year. Karen and Connie stressed the importance of letting them know if member's had any contacts in these areas. Jim suggested Dr. Michael Raymond for the Incarceration/gang-affiliated course.</p>																				
Language Expert Panelist	<p>Connie passed out resources cards; currently the Spanish version is at print shop and Hmong is in development. She continues to look for language experts. Interpreters have worked on a project but need is there for the language expert panelist to double check in a manner that their community would understand. Share with Connie if the committee member can help or knows of someone who can help.</p>																				
Mental Health Terminology Workgroup	<p>The MediCal handbook has words that do not translate properly. Connie is looking at creating a group that can create a little dictionary/handbook that clinicians can use with common everyday words. Jim considered using illustrations/pictures.</p> <p>Today she's looking for the top ten everyday English words that will later be translated by Hmong speakers:</p> <table border="1" data-bbox="474 748 1360 1052"> <tr> <td>1. Schizophrenia</td> <td>2. Anxiety</td> </tr> <tr> <td>3. Stress</td> <td>4. Racing thoughts</td> </tr> <tr> <td>5. Psychotropic Medication</td> <td>6. Depression</td> </tr> <tr> <td>7. Mental Health</td> <td>8. Bipolar</td> </tr> <tr> <td>9. Psychotic Features</td> <td>10. Harms Self</td> </tr> <tr> <td>11. Conduct Disorder</td> <td>12. Recovery</td> </tr> <tr> <td>13. Self-Care</td> <td>14. Hope</td> </tr> <tr> <td>15. Support System</td> <td>16. Personal Responsibility</td> </tr> <tr> <td>17. Action Plan—Recovery Plan</td> <td>18. Psychiatrist</td> </tr> </table>	1. Schizophrenia	2. Anxiety	3. Stress	4. Racing thoughts	5. Psychotropic Medication	6. Depression	7. Mental Health	8. Bipolar	9. Psychotic Features	10. Harms Self	11. Conduct Disorder	12. Recovery	13. Self-Care	14. Hope	15. Support System	16. Personal Responsibility	17. Action Plan—Recovery Plan	18. Psychiatrist		<p>Next Step: Connie will send the CDC the collection of one word descriptors. CDC to up with very brief descriptors/definitions.</p>
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Each Mind Matters Presentation Overview and Reminder of Resources	<p>Karen reminded people of the February 24th meeting presentation. She also gave an entertaining pop-quiz. Winners of the USB resource disk: Lorene, Jim, Jill</p>																				
	<p>May is Mental Health Month and we can be really proud in reducing stigma through the programs planned</p> <p>May 5- Art Hop 5-8pm, Fresno Arts Council</p> <p>May 13- EMM picnic, noon, (700 tickets given away) Roeding Park</p> <p>May 21 – NAMI Walk, Woodward Park</p> <p>May 31 – Directing Change 60-second PSAs, 3-4pm, Tower Theater</p>																				
Adjournment	<p>Meeting adjourned at 4:30pm. Next meeting August 24, 2016 at Blue Sky Wellness Center</p>																				

Respectively submitted: Theresa Hughes

Date: 8.24.16