

Cultural Diversity Committee Minutes

Be Prepared, Be Present, Be Respectful, Evaluate, Share, Engage

DATE: 6.22.16 **TIME:** 2:30-4:30p.m. **LOCATION:** Blue Sky Wellness Center **Note Takers:** Theresa Hughes & Jill Shepherd

Present: Jennifer L. Torres, Jill Shepherd, L'Tresha Ashley, James Ritchie, Alton Taylor, Brandy Dickey, Okie Lewis, Kannika Toonnachat, Lee Ann O'Neal, Elizabeth Escoto, Lorene Singh, Cristina Rodriguez, Connie Cha

| Agenda Item | Discussion | Facilitator(s) | Action |
|--|---|----------------------------------|--|
| <p>Welcoming and Introductions</p> <p>Agenda</p> | <p>Connie began the meeting at 2:34 pm with a welcome.</p> <p>Change in Agenda. Dr. Juan Garcia's presentation moved up from #3 on the Agenda due to his limited time frame.</p> <p>Dr. Garcia described the emotional/psychological effects of completing an application such as the California Reducing Disparities Project (CRDP) grant; and spoke on the historical impact of the various methods used to aid agencies in mental health wellness. As one of three Grantees of the CRDP Phase II program, Dr. Garcia expressed that he has gladly championed this "long and arduous" process in order to further support the foundation started 30 years ago for his new agency, Integral Community Solutions Institute (ICSI). ICSI is a young agency with some structural issues, however, they have six months to put the finishing touches on what they have or will have completed; and then, they can qualify for the Implementation Grant which is a bigger grant. There are two agencies here in town that has received the grant with whom he wants to collaborate.</p> <p>Dr. Garcia would welcome additional questions and may be reached at (559) 260-4581 or ICSI2013@ATT.net</p> <p>The other two grantees are the Native American Center and the African American Resource Center.</p> | <p>Connie</p> <p>Juan Garcia</p> | |
| <p>Minutes</p> | <p>Members reviewed Minutes from the previous meeting.</p> | <p>ALL</p> | <p>Lee Ann moved to accept minutes as written; Jim seconded. Minutes approved.</p> |
| <p>2015 Annual Self-Assessment Reports</p> | <p>This year the CDC's Goals (FY 2015-2016 Work Plan) will be assessed according to a fiscal rather than a calendar year. These fiscal goals will be reported to the State, whether</p> | <p>ALL</p> | <ul style="list-style-type: none"> • |

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| <p>Enlist Task Group for Assessment Tool Reviewers</p> | <p>accomplished or not as the <i>Community Stakeholder's Updates</i>. The Goals were derived from five different cultural focus groups defining best practice and needs through a strenuous process over a period of many years. Of the eight criteria, Connie wants members to examine for relevance as to whether to <i>keep, delete, or table</i> last year's goals to form new working FY 2016-2017 Goals.</p> <ul style="list-style-type: none"> • 1A—PPG worked on by QI and PP&SS divisions. Draft being reviewed by Karen. • 1B—cannot be established until 1A is completed. • 1C—Working with Jeffrey Robinson for his insight in drafting PPG. • 2A—Karen Markland working on the draft PPG before giving to QI Coordinator, Lee Ann O'Neal. • 2B—this objective cannot take place until 2A does. Need to receive data to determine accurate penetration rates. Connie will get clarification on why QI Coordinator Lee Ann has not received information. • 3A—waiting on new instruments from State. • 4A—accomplished but attend other meeting and bring back information to CDC • 5A—Seeking different trainers. 10 courses to be completed by end of 2016. Doing well –accomplished. Elizabeth wants calendar at least week before. She will email David Tijerina to be placed on the Thursday email distribution list. Also look on the website. • 6A—Reaching out to local schools and colleges but is running into stigma problems for clients and clinicians. • 6B—goal is to match student with clinician then retain them. • 7A—seeking subject matter experts. • 8A—there is an absolute need for a mobile unit. • 8B—State currently providing CRPD Phase II. County working with a Denver mental health center specializing in Latino culture. There is a CSUF program that has approximately 10 students per semester working with Latino MSWs (cultural not evidence-based). • 8C—unfortunately not highly successful. State mandated pilot program worked with 4 designated African American churches. Implemented 10 commitments to disparage stigma. First time done in Fresno County. One issue was Churches felt that if they accepted mental health it would weaken their faith. Confidentially is another issue. Bruce suggested we should locally identify churches. The State promised Churches funding that never materialized which breaks trust. Elizabeth suggested goal to also target threshold churches. Jim proposed having a conference to gage the level of interest in each cultural | | <ul style="list-style-type: none"> • 1A continue until next meeting. • 1B continue • 1C continue • 2A continue • 2B continue • 3A continue • 4A on-going • 5A continue • 6A on-going • 6B on-going • 7A on-going • 8A on-going • 8B on-going. • 8C on-going. |
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| | group. Lee Ann suggested a <i>Fresno County Mind, Body, Spirit Conference</i> . | | |
| CRDP Phase II Grantee – The Integral Center | Moved up to the beginning of meeting. | | |
| RAC | n/a | | Tabled |
| Lunch & Learn Training Presentations | <p>Connie encourages everyone to come. Next one will be pastor from West Fresno Church of God. Would like your opinion on why not enough people. Elizabeth asked if it's only for DBH staff. Recommend that it's opened up to providers. Parking is problematic. Different time period would be ideal. Provide CEUs. A Staff Development person would be the only other person issue CEUs. Might consider another agency. West Care has been authorized. Elizabeth considered expanding the program and changing the time to be more inclusive.</p> | | |
| 2016 Cultural Competence Training Plan | <p>Several graphs were presented that explained the competency/incompetency of the various divisions within the department.</p> <p>Discussion ensued around the fact that the more one knows about cultural competency the more one realizes that there is more to learn.</p> <p>One graph showed how the department has grown within the last 4 years. It showed a progressive downward trend with regard to how well the department perceives itself with regard to cultural competency. As mentioned, with more training each year, the graph keeps going down recognizing that there is always improvement to be made. Connie considered that the next training might be geared toward children. Lee Ann suggested looking at trends over time—more than 4 years—to decipher whether or not we are doing what needs to be done.</p> | | |
| Language Expert Panelists | <p>Connie stated that for a while now we have been using the same tool to measure the same three domains on how they rate themselves and their programs. The Office of Minority Health has provided a cultural competency assessment tool with which to use and is based on the class standards using 17 instruments that the State uses to evaluate. There are 8 criteria covering the organizations: system, structure, program, planning, procedures, communication, community integration, and facilities.</p> <p>Connie is seeking members to read the tool and with QI's guidance make recommendation that will give statistically relevant benchmark and bring back a summary to the CDC.</p> | | Jim, Elizabeth, Christina, and Ashley volunteered to review the 17 tools provided to recommend which one instrument to use. |
| Mental Health Terminology | Email Connie for trainings for Culture Competency Curriculum. Looking on the list numbers 106, 107, 108, 201, 208, 302, 305, 306, 307, 310 that are opened. These | | |

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| Workgroup (Spanish & Hmong) | trainings have to be completed by the end of the year. | | |
| Adjournment | Meeting adjourned at 4:30pm. Next meeting August 24, 2016 at Blue Sky Wellness Center | | |

Respectively submitted: _____

Theresa Hughes

Date _____

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Cultural Diversity Committee Minutes

Be Prepared, Be Present, Be Respectful, Evaluate, Share, Engage

DATE: 8.24.16 **TIME:** 2:30-4:30p.m. **LOCATION:** Blue Sky Wellness Center **Note Taker:** Theresa Hughes

Present :Gloria Bradford, Carrie Anderson, Alton Taylor, Angela Allen, Brandy Dickey, Connie Cha, Theresa Hughes, Elizabeth Escoto, Chris Roup

| Agenda Item | Discussion | Facilitator(s) | Action |
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| <p>Welcoming and Introductions</p> <p>Minutes and Agenda</p> | <p>Meeting started at 2:49 pm with welcome to all in attendance.</p> <p>Casual discussion ensued regarding stigma and discrimination with members sharing their experiences.</p> <p>One change to agenda: #4. Wait for NAMI representative.</p> | Connie | Due to lack of quorum, minutes were tabled for approval until next meeting. |
| #1.County Mental Health System Commitment to Cultural Competence. | Members are encouraged to invite others to meetings. | Connie | |
| #2. County Mental Health System Updated Assessments of Service Needs | REMHDCO (Racial and Ethnic Mental Health Disparities Coalition) has asked if CDC members would be willing to participate in a <i>Statewide Directory of Members</i> | Connie | Present members indicate their approval on the circulated form. |
| #3. County Mental Health System Strategies & Efforts for Reducing Racial, Ethnic, Cultural & Linguistic Mental Health Disparities. | Mental Health First Aid for African American Community – Saints Community Church. Mental Health First Aid certified training will be held on Friday 26 th 6–9pm (Dinner included) and Saturday 27 th 9am–1pm. | Connie | |
| #4. County Mental Health System Client/Family Member/Community Committee. Integration of the Committee within the County mental health | Deaf Culture Presentation: Angela shared with us a culture that few people acknowledge—the deaf and hard of hearing community. Having been born to parents that are deaf and hard of hearing she has had to be their advocate/translator from an early age on; doing so now—with sensitive conversations—would be considered child abuse. Angela presented basic tips to use to communicate and offered her service as a certified translator should one be needed. She provided an American Sign Language diagram and demonstrated a few sign language phrases. | Angela Allen | |

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| | <p>FaithNet-NAMI. Chris presented a program that is seeking individuals to lead a story-telling session called NAMI California Mental Health 101. After training, there is a small (\$30) stipend provided. She will meet with people for conversations about mental illness and Chris encourages faith-based group meetings. The next speaker training will be in early September.</p> | Chris Roup | |
| #5. County Mental Health System Culturally Competent Training Activities: | <p>Lunch & Learn Training Presentations: The conversation presented several ideas to take to Management on how to increase the audience. Among them:</p> <ul style="list-style-type: none"> ❖ Creating a survey to determine best time, place, and topics to have presentations; ❖ Starting at 8am or 4pm rather noon so that people would not lose any time or money; ❖ New name and convenient location; ❖ Open up presentations to providers/contractors. | Connie & All | |
| #6. County Mental Health System Commitment to Growing a Multicultural Workforce: Hiring & Retaining Cultural & Linguistically Competent Staff | <p>2016 Cultural Competence Training Plan: Mental Health First Aid Updates. Good to have group trained as Trainers Call Connie or Jim to enroll After 3rd year renewal online.</p> | Connie | |
| #7. County Mental Health System Language Capacity: | <p>Language Expert Panelists:</p> <ul style="list-style-type: none"> ❖ Hmong volunteers are strongly needed. ❖ Suggested that money incentives for threshold language experts be provided to compensate for their time and effort in working beyond their job duty. | Connie | |
| Adjournment | Meeting adjourned at 4:40pm. Next meeting October 26, 2016 at Blue Sky Wellness Center | | |

Respectively submitted: Theresa Hughes

Date 8.31.16