

Cultural Competence Advisory Board
Annual Team Building/Strategic Planning Retreat
Friday, January 9, 2015, 1:00-5:00pm

Agenda

- 1:00 Welcome, Lunch, Introductions**
- 1:30 Retreat Overview**
 - Purpose, goals and objectives of the day**
- 1:45 Team building exercises**
- 2:45 Break**
- 3:00 A Look in Rear View Mirror 2014**
 - Highlights**
 - Learning moments**
- 3:15 Committee break-out for planning**
 - Policy Committee**
 - Access Committee**
 - Training Committee**
 - Media and Outreach Committee**
 - Ad-hoc Committee**
- 4:15 Committee report back to entire board**
- 5:00 Adjourn**

Cultural Competence Advisory Board

First Annual Half-Day Retreat

Friday, January 9, 2015, 1-5pm

In Attendance: Kerry Peirson, Vinh Luu, Leticia McCoy, Gustavo Goncalves, Cammie Duvall, Rafael Tellez, John Ortega, Kristen Gardner, Cecilia Guillermo, Robbie Powelson, Cheryl August, Sadegh Nobari, Cat Wilson, Darby Jaragosky, David Escobar, Rafael Tellez, Maria Donnell-Abaci, Ngoc Loi, Kristine Kwok, Vinh Luu, Douglas Mundo, Laurie Hunt, Cesar Lagleva

Absent: Jessica Diaz, Sandy Ponek, Leah Fagundes, Robert Harris, Brian Robinson

Minutes

- Meeting began with introductions of new CCAB members—Rafael Tellez, Cammie Duvall and Sadegh Nobari
- Board reviewed and approved retreat's goals and objectives

Team Building Exercise

- Board members spent time in pairs to get to know each other. Each board member then introduced their partner to the board by sharing what they learned about their partner.

Review of 2014 Accomplishments and Lessons Learned

- Planned for, and implemented two (2) all-day cultural competence trainings that included consumer and family member voices in the trainings. Both trainings were well attended (100 participants in each training).
- Improved work environment at MHSUS division as evidenced by the level of safety that some staff experienced when talking about complex/difficult issues related to race, class and other forms of discrimination.
- MHSUS first-ever formal participation in the Canal neighborhood's Dia De Los Muertos by having a community altar dedicated to suicide victims and survivors due to mental illness/substance use.
- Increased influence to increase MHSUS staffing diversity. Two (2) bilingual nurse practitioners were recently hired.
- Increased consumer and family member engagement in various committees throughout the county's mental health and substance use system.
- Recent permanent hire of a full-time Ethnic Services and Training Manager in MHSUS

- Due to time constraint, board was unable to identify all achievements in 2014. However, Cesar noted that there are more items that CCAB accomplished. He will provide a more extensive list to the board in the upcoming weeks

Lessons Learned

- Increasing diversity in staffing is a challenge due to a shortage of qualified/credentialed candidates for various positions in the mental health and substance use field.
- Board acknowledged the importance of service providers/staff receiving appropriate support from their workplace in order to prevent/reduce burnout. Equally important, board acknowledged the importance of having consumer and family member voices throughout the county's mental health and substance use system, and getting acknowledged for their role and contribution to improving many aspects of the system.
- Board acknowledged that there are no services that adequately serve the LGBTQ communities.
- Board acknowledged that data collection and analysis should be considered when discussing policy, program and practice issues.

2015 Workplan Goals and Objectives

Policy:

- Develop a policy recommendation to the MHSUS director to increase diversity and consumer/family member involvement to existing MHSUS committees, boards and/or commissions, and to continue to offer incentives for participation to volunteers who are economically disadvantaged (Darby, David, Kerry)
- Advocate for a policy in MHSUS where a system can be created to equalize the distribution of workload among and between clinicians, particularly among bilingual staff (Ngoc, Kristine)

Access:

- Continue to work to improve access to mental health and substance use services by Latino and African American inmates at the county jail. Additionally, advocate for a continuity of care system from jail to community upon discharge of inmates from county jail. (Cesar)
- Advocate in hiring qualified bilingual/bicultural (Latino/a, African American) service providers in the STAR program (all)
- Advocate for an increase in prevention and early intervention programs/services within the African American communities to reduce the African American's overrepresentation in the adult system of care (all)

- Continue to improve outreach and engagement activities in West Marin's Latino community. (Cesar)
- Explore the feasibility of piloting peer-to-peer counseling programs in two targeted high schools in Marin. Additionally, explore the feasibility of developing vocational/internship opportunities to identified school(s) as a means for students to consider careers in behavioral health. Schools targeted TBD (Cesar, Cammie, Robbie)
- Advocate for an increase/improvement in mental health and substance use services for the LGBTQ community (Cesar, Robbie, Cammie, Rafael)

Training:

- Plan, coordinate and implement monthly 3-4 hour cultural competency trainings beginning in April-May and throughout the calendar year. (TBD)
- Offer and/or be available to provide county-wide trainings/consultation to agency partners and stakeholders around cultural competence (Cesar)
- Attend state-wide conferences, as appropriate/feasible, to learn culturally competent best-practices and approaches that will improve Marin's mental health and substance use system of care. (TBD)

Media and Outreach:

- Continue to advocate for the development and launch of a consumer/user-friendly website for MHSUS (all)
- Continue to work on current Spanish/English TV program (Cesar, Marisol, Douglas, Cheryl, Cat, Gustavo, Jessica, Kristen)
- Continue to participate in, and/or plan for, a Dia De Los Muertos event (all)
- Continue to engage in the community by attending community events/activities, as appropriate, necessary and feasible. (all)

Ad-Hoc:

- Volunteer consumers/family members will explore the possibility of starting a suicide attempt survivors' initiative. The initiative can possibly get trained as public speakers (speakers' bureau) as part of CCAB's outreach and education campaign to reduce stigma and improve outreach and engagement. (Cesar, Robbie)

Next CCAB meeting: Tuesday, March 10th, between 11-1, at the Wellness Center #109, San Rafael