

Cultural Competency Advisory Board

Policy Committee Meeting Minutes

September 4, 2014

In Attendance: Vinh Luu, Kerry Peirson, David Escobar, Robbie Powelson

Agenda

- AOT/Laura's Law
- MHSUS Staff Recruitment/Interview/Hiring Strategies and Practices
- Marin County Jail Mental Health Services

Minutes

- Committee discussed and analyzed AOT by reviewing literatures that were in favor and opposed to the implementation of "Laura's Law". After much discussion, committee has decided to recommend a formal position to oppose implementation of "Laura's Law" or similar policies. Cesar will draft a policy statement and position on behalf of the committee. The committee will bring its recommendation to CCAB and MHSUS director. Cesar will encourage CCAB members to attend the upcoming Marin Mental Health Board (MMHB) meeting on October 14th, same day as the CCAB meeting is scheduled. As appropriate, and assuming that CCAB and MHSUS director supports this committee's position, it is the hope of this committee that members of CCAB publicly reads CCAB's position during the MMHB meeting on the 14th.
- Committee discussed MHSUS' need to improve its recruitment and hiring practices to achieve a culturally diverse workforce as part of efforts to improve access to mental health and substance use services. It was also discussed the role of CCAB's effort to assist with recruitment as it was acknowledged that HR should not be relied upon to solely recruit for a culturally diverse workforce. Kerry suggested the involvement of agency partners and stakeholders (consumers/family members) to be a part of certain

interview processes, especially when there are opportunities to improve access by hiring qualified staff of color. Vinh reported that this practice has proven to be effective as he went through a similar experience when the late Renee Mendez-Penate was still alive, which led to the hiring of Ngoc Loi. This committee will address this issue further with the Access committee for future consideration.

- Since Kerry has not had any success to further engage the supervisor of STAR about possible ways to improve access for Latino and African Americans in county jail, and that he does not believe that the STAR court and program is the only answer to address disparity in access to mental health by Latinos and Africans, the committee discussed alternative solutions to improve access to mental health services at county jail. Cesar and Kerry will continue to interview staff of the criminal justice system (public defenders, jail staff, court personnel and the District Attorney) to get their perspective on the issue of access to mental health service by under-represented groups.