

# CCAB Meeting Minutes

January 31, 2020

Presentation from Marin County Department Health and Human Services Equity Officer, Anyania Muse, M.E.d.:

- **Lead with race** in everything we do, with the recognition that the creation and perpetuation of racial inequities is imbedded in our society, and that racial inequities across all indicators for success are deep and pervasive. We also know that other groups of people are marginalized, including based on gender, sexual orientation, ability, and age. Focusing on racial equity provides the opportunity to introduce a framework, tools, and resources that can also be applied to other areas of marginalization.
  - As an organization, community, county - we are not all in agreement about what this means
  - We need to have consensus around shared language / shared definitions and how those impact our work and our community
- **Marin County Affinity groups:**
  - The DREAM (Diversity, Encouragement, Acceptance, Marin) Collaborative was launched to promote and celebrate cross-cultural inclusivity.
    - County of Marin African American Employees Association
    - Marin Disability Awareness and Workplace Networking
    - Marin Asian American Public Local Employees
    - Marin Sexuality and Gender Acceptance
    - Marin County Organization of Latino Employees
  - Employee Resource Groups:
    - Marin Association of Working Moms
    - Marin Emerging Leaders of Tomorrow
  - For all groups, the County is looking to add:
    - Professional development opportunities;
    - Encourage group to define their mission and goals, with measurable outcomes
    - How we can address HR issues – vacancies, retention, particularly as they relate to disparities
- **Recommendations:**
  - **Equity Fellow** – the County is considering an addition of an Equity Fellow to work with Anya - TBD
  - Need a **Diversity, Equity and Inclusion division** both or either in HHS or at the County level
  - Expand our reporting to include other underserved populations:
    - Individuals with disabilities
  - More communication on the impact of **Public charge** – impact on clients – need to assess data ongoing

## General Notes:

- Training Updates:
  - County Peer in Novato is trained in WRAP
  - ACT model training and implementation is underway
  - BRSS TACS training
- Statewide updates:

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- SS Act
- CalAIM –
  - Bring WPC approach / successes and create an integrated approach in our care to all people
  - Payment reform – value-based initiatives
- Peer Support Specialist
  - How will this fit in with CalAIM?
  - Medi-Cal billing issues at DHCS – will this still be an issue?

## Recommendations:

- Incorporate equity work throughout the county, departments, divisions
- Ensure all populations are included in equity work: LGBTQ+, ability, African American / Black
- Public charge presentation to community stakeholders – impact, etc
  - Consider efforts to monitor and address ongoing impact concerns
- Training needs:
  - WRAP trainings – MHA SF is a potential trainer
- Expand system navigators, outreach and engagement staff, peer staff throughout the system, especially at Access
- Change Peer Counselor to Peer Support Specialist
- Bring in new partnerships:
  - County peers
  - Disability rights advocate
  - School
  - Faith based
  - LGBTQ+
  - Youth and young adult groups
  - Other?
- Increase number of minorities served on STAR program
  - Bring DA, Public Defender, BH together to resolve together
- Co-locating HHS officers where the clients are: Marin City, Canal, W. Marin, Novato, etc
  - Consider moving HHS/BHRS admin offices to where the clients are
- Add Eligibility staff at Access
- Phone line issues
  - Increase testing to twice a month in all languages
  - Language line is not always accurate or take into account regional differences within languages
  - Trainings needed to staff and CBOs
  - Get list of available languages to identify gaps (Mayan and certain Chinese languages are not available)
  - Look at the data of available languages compared to our population needs
- Ease process for clients to raise issues outside of the standardized grievance process, which is cumbersome for some clients (also not available in all languages)
- Add a grants and contracts manager to identify additional funding opportunities, expand opportunities, standardize contracts, etc