

Cultural Competence Advisory Board (CCAB)

November 12, 2019 11:00am-1pm

3240 Kerner Blvd

San Rafael, CA 94903

Room 109

Board Members Present: Maya Gladstern, Veronica Alcala, Laura Sciacca, Maria Rea, Galen Main, Cesar Lagleva, Jaime Faurot, Jessica Diaz, Angela Tognotti, Sadegh Nobari, Gustavo Goncalves, Mark Parker, Kerry Peirson, Alexis Wise, Terry Fierer, Cheryl August, Robert Harris Jr., Maria Donnell-Abaci, Maria Benavidez, Danielle Brenes

Guest Speaker: Benita McLarin

11:00am Welcome and Intros

11:15 BHRS and Community Announcements and Updates

- **Update on SB10 Peer Support Specialist Certification** – Vetoed by the Governor
- **EQRO AUDIT – January 28 and 29, 2020** – some committee members will be asked to serve as a voice during the audit
 - CCAB has a voice during the Audit
 - 3 members will be chosen that will consist of a community member, a consumer & family advocate, and a BHRS staff
 - Consumer and family advocate should be compensated for the amount that staff make
 - Jamie and Maria volunteered to be part of the Audit.
- **Community Announcements** –
 - **Galen Main** – planning the 3-year plan release
 - Will be released for public comment January 2020
 - Public hearing in February at the mental Health Board meeting
 - Looking for volunteers to help with RFP evaluations – mostly community members who will be compensated
 - **Alexis Wise** – Choices for girls will be giving their yearly fundraiser 12/21/19 from 4-7pm
 - Poetry slam and fashion show
 - Segment on Mental Illness
 - Location is MLK Grammar School
 - Will send out an email invitation
 - **College of Marin** - Will be having a Guest Lecturer November 21, 2019 from 6-8pm
 - Title of lecture “The Psychological Impact of Racism and the Imposter Phenomenon on Mental Health”
 - **Farewell for Cesar** - December 6th at 3240 Kerner Blvd from 3-5pm
 - **Email invite sent**
 - **Jessica Ruiz** – New supervisor to Access Team.

- **Sadegh Nobari** - will be one of the representative voices for the CCAB during the EQRO
- **Benita McLarin** – introduced herself and discussed her plans for HHS

11:30 BHRS' Equity and Inclusion Committee (EIC) as new committee of CCAB

- **Purpose, goals and objectives of EIC** – Form was given to committee to look at for review that is attached to these minutes. Form to be corrected so that language says” lived experience” on the description
 - Request that there be interaction between committees before merging together
 - Benefit of merge is that it would give both committees direct access to management team
 - There would be transparency and accountability from both committee’s
 - Purpose of EIC merging with CCABB is to collaborate with workforce retention and promotion
- **Committee members: Maria Abaci, Laura Sciacca, Rebecca Stein, Angela Tognotti, Cesar Lagleva**
 - Consensus of votes show everyone in agreement to EIC and CCABB merging together.

11:45 Transition Planning for Cesar Lagleva’ s departure as Chair of CCAB

- Cesar’s position will be posted in February
 - Stakeholders to be a part of the panel
- **Select New Chair** - Gustavo Goncalves was selected (will facilitate meetings and retreat)
- **Anya Muse, Marin County Equity Officer, as the recently appointed Advisor to CCAB (was not able to attend)**
- **Half-day Board retreat – January 31, 2020, between 12-4pm**

12:15 Subcommittee update

- **Update on workforce retention and exit interviews (Gustavo, Paula, Jessica, Maria R.)**
 - Trimmed top 3 recommendations for Workforce hiring
 - Providing information around bias
 - Retention elements
 - Stay interview and exit interview
 - Interns part of the 5-year equity plan
 - Losing internship program
 - Not meeting the minimum for reaccreditation
 - Cesar to sit down with Laura for a short-term solution that can sustain intern program
 - Peer Advocacy Steering Committee
 - There has been a different shift in ERC
 - Bring back wrap group -doesn’t have to be at ERC
 - TAY model and space
 - PEER voice is missing at ERC
 - Make ERC more welcoming
 - Peer group to meet with Connie

12:45pm Upcoming Cultural Competence Trainings

- **Cultural Competency Training** - Debra Taube is holding another two trainings February 10 and May 29. The link for registration is :

<https://www.marinhhs.org/form/transcending-divides-conversation-about-race-place-persona-behavioral-health-providers-1>

<https://www.marinhhs.org/form/transcending-divides-conversation-about-race-place-persona-behavioral-health-providers-0>

1:00pm adjourn

Next Meeting: Half-Day retreat, January 31st, 2020, between 12-4, location TBD