

CCAB Meeting Minutes

12/08/2020

Members Attending: Jennifer Moore, Jei Africa, Kara Connors, Hamaseh Kianfar, Terry Fierer, Jaime Faurot, Maya Gladstern, Vinh Luu, Melissa Bermudez- Rivers, Maria Donnell-Abaci, Kerry Pierson, Rebecca Stein, Mark Parker, Sara Fusenig, Jessica Diaz, Kaitlyn Motely, Claude Crudup, Douglas Mundo

11:00

Welcome, check-in, announcements

- **Jennifer Moore** announced the award that was given to **Kerry Pierson** for his service in the community. The plaque read “To Kerry Pierson Community Organizer, in recognition of your vision, legacy of outstanding activist work, fight to end racism, social justice advocacy, and generous commitment to improving the lives of underserved communities in the County of Marin. “If you believe in a cause, be willing to stand up for the cause with a million people or by yourself - Otis S. Johnson.” This award was presented to Kerry from BHRS Cultural Competency Advisory Board for his service of 2013 to present.
- **Jaime Faurot** announced that this will be her last CCAB meeting
- Members introduced themselves and said a few words for Kerry and Jaime

11:30

- Acknowledgement of November Celebrations and Commemorations: Native American Heritage Month, Veterans’ Day, Transgender Day of Remembrance, Thanksgiving.
- December Celebrations and Commemorations: World AIDS Day, International Day of Disabled Persons, International Human Rights Day, Hanukkah, Fiesta de Guadalupe Feast, Christmas, Kwanzaa.
- International Peer Network in England and Canada. It is an international event, **Jaime Faurot** will send the invite for those interested in participating. Event will be tomorrow.
- Updates – **Jennifer Moore**
 - Attending Statewide meetings and trainings provided by CIBHS and CBHDA: California Institute for Behavioral Health Solutions and County Behavioral Health Directors Association
 - Conversation happening at the state level about the role of county cultural competency advisory boards and how they fit into the behavioral health systems. More updates on this later
 - Talking to other county counter-parts to see what is working and what is not working; attending other county committee meetings and taking note of effective processes, committee structures, terms of engagement, etc.
 - **Jennifer Moore** wants to be successful in this role and use the boards feedback and knowledge
 - Statewide meetings are talking about the role of this board, the role of the CCP, and then the language used to frame this work (i.e. whether it should be called cultural competency versus cultural humility)
- **Jei Africa** gave the historical contributions of what's going on with the state and welfare and institution codes

- The Cultural Competence Advisory Committee as well as the Mental Health Boards are supposed to provide representation from the community
- There is a new Deputy Director of Behavioral Health at Department of Health Care Services (DHCS) by the name of Doctor Kelly Pfeiffer, MD; there is a new Medi-Cal Chief; Will Lightbourne who's the new Director of DHCS
- **Jei Africa** is the Co-Chair of Cultural Competence, Equity and Social Justice Committee (CCESJC) of the County Behavioral Health Directors Association of California (CBHDA)
- **Jei Africa** is in constant communication with DHCS to understand the significance and the changes that are happening, such as a new process and set of guidelines for the Cultural Competency Plans (CCPs).
- It is the state's job to implement changes and provide guidelines for the work that we do, and if behavioral health systems do not comply, there are sanctions.
 - these changes will affect how the work is done and part of that is really understanding the mission and vision of this committee
 - the focus when we are audited by the state is foundational, such as "who is the membership, how is membership selected, and what are the contributions being done as a committee?"
 - seeing these changes as an opportunity
- The State has questioned some of our past practices, inviting us to create and re-imagine new infrastructures
- **Jennifer Moore** has a hard job to do right
 - 1) now one is building a relationship with all the CCAB members
 - 2) help move beyond the regulations so that robust changes can be made in the peer work and the cultural competence and equity work
- **Kerry Peirson** commented on the services being rendered for people who need services. He sees less participation from the community, "it isn't the Peers, it is the people the Peers talk to. The goal should be to help persons that need help find access in their neighborhood."
 - Requested this committee to build the confidence of the community members so that they can work together
- **Jei Africa** agreed that this work is to help the people who are being served
 - Shared \$1 million budget deficient, limiting our resources and requiring us to be more creative.
 - Jei is committed to make changes in this work and urged CCAB members to continue standing with BHRS in the work as we go through these changes
 - There is a struggle that many are facing to provide services and actually increasing services since many have been affected economically by COVID

11:45

- Cultural Competency Plan (CCP) updates – an email was sent out to the committee to see who would want to join and participate. **Jessica Diaz, Vinh Luu, Maria Donnell-Abaci, Rebecca Stein, Gustavo Goncalves, Liz Darby, and Jennifer Moore** met on November 18th to talk about what has gone on in the past year and what to continue for the following year.
 - The group identified some strengths and challenges from FY 18/19 and FY 19/20
 - Those challenges and strengths will be included in the reports
 - Document is due December 31st to DHCS
 - **Jennifer Moore** will forward final document to CCAB to implement feedback and share whatever notes group has and returned to her by December 15th and will give the group until December 21st to review.

- The format from the previous CCP that **Kaitlyn Motley** completed will be followed and the structure of that CCP is in alignment with the current DHCS criteria
- There are some new sections:
 - including impact of COVID 19 in the system of care
 - There's also an introduction the new Workforce Education and Training supervisor role, **Rebecca Stein**
 - This role is going to be really important in the Peer's work
 - Will help develop a better training plan for the County
 - Manage the internship program
 - There's a new section on the substance plan
 - There are some new data points for gathering some data on higher than promos stratified by race and ethnicities
 - Tracking not only the workforce demographics but who's being hired and promoted
- Next meeting share some of the highlights from final CCP
- **CCAB members will get an email from Veronica sometime on the 15th and you'll have till the 21st** to review the CCP so **Jennifer Moore** can implement some changes before sending into the next round of review
- **Maya Gladstern** asked if CCAB is a board or committee and **Jei Africa** shared that the CCAB is a committee
 - Part of the conversation in the upcoming month is what the committee is and understanding what the role is

12:15

- Open Discussion with CCAB on role of CCAB, the individual roles within this group, the overall purpose of group and overall goal, the strengths of group, and what some opportunities might be for improving this group.
 - **Jennifer Moore** asked committee if they were okay with the meeting being recorded with the purpose of taking minutes
 - **Jamie Faurot** followed up by discussing how when past meeting minutes have not accurately reflected or have not included important feedback from those who make comments, including herself. "It makes the person feel like their voice is not being represented." Jaime goes to meetings specifically to have this representation not for herself but for those who don't have a voice and those who have a cultural barrier. "Doing things collaboratively not just one voice, but with the voice of diversity."
 - Recording of meetings is **ONLY** for the purpose of taking minutes and not for distribution
 - Will be deleted after minutes are taken
 - If a committee member does not want a comment recorded in the minutes, they can ask that they not be documented so that members feel free to express themselves
 - Remind committee at the beginning of the meeting that the meeting will be recorded for minutes
 - Have members review minutes before they are finalized
- Discussion changed to what the role of the CCAB has been and what it could be
 - **Kerry Peirson** commented that he felt the ideal purpose is to find ways to better serve the population uses behavioral services.
 - Better align the county and state's ability to recognize what those needs are on a steady basis there → needs to be adjustments and ongoing communication

- Build a way to monitor what the needs are continually with the needs that are changing
- There has to be a team working towards these objectives and communication has to ongoing
- Bi-cultural organization, can't be hierarchical and has to be a team effort
- Monitor to make sure those trying to be reached are included and lock in participation on a more permanent basis
- "Don't replicate the practice, be the practice"
- **Vinh Luu** commented on how many various ethnic groups did not accept mental health services
 - "Many cultures did not believe in mental health issues"
 - Had to find ways to reach out to the community
 - Cultural Competency was a big issue when this committee first started
 - Committee is now doing well because people can speak openly and freely
- **Jaime Faurot** shared that Intersectionality needs to be included and that there are so many things that still need to be addressed. She gave an example of how the Asian community has stigma regarding Mental Health
 - To have everyone be represented you must know where everyone is coming from
 - Some don't receive the basic help to receive services
 - Eliminate barriers and bridge gap
 - CCAB as complimentary to MHB but could have more collaboration
 - You must have accessibility and be equitable, "bring needs of community members to the table"
- **Jei Africa** asked what is overlap between MHB, CCAB, and MHSA committee
 - 75% of our mental health services are contracted out (and almost all of our substance use services)
 - How do we support our CBOs in the equity work, and what about our other providers who are not close to working on equity? How do we help them take the next step forward? How do we help them feel more committed to equity work?
- **Maya Gladstern** commented on Jei's question on how the Mental Health Board overlaps or aligns with the CCAB
 - The Mental Health Board is mandated by the State
 - It has a long history and advises the Board of Supervisors
 - This committee will fill in the gaps (to find the gaps the Mental Health Board charge and State Regulations would have to be looked at)
 - One of the things the CCAB has done is look at equity within programs
- **Maria Donnell-Abaci** commented on how there wasn't the diversity in staffing and outreach that there is now
 - The committee and the community were very vocal that there needed to be diversity in leadership and staff member so when clients walked through the door, they saw staff member that looked like them
 - Described how the voices of the committee really matter and that the focus on race equity does make a difference
- **Rebecca Stein** commented on how she appreciates that this group as a county employee she gets to hear from the community that is underserved on how the work can be improved
 - She feels this is the space where there can be a partnership, have conversations that are honest and comprehensive

- The group can bring equity and social just to services provided
- **Kara Connors** commented if there can be opportunities where committee can provide recommendations to the Mental Health Board or help shape guiding principles that make lived experience front and center
 - Identify principles that are trying to be achieved: Healthy Community Principles
 - What are the principles that can guide and bind committee in their efforts
- **Melissa Bermudez- Rivers** commented in the chat on how she would like to see more community members in the group. She is open to re-engaging past members and new ones with a virtual meet and greet or membership drive
- **Maria Donnell-Abaci** commented on how there are a lot of community members that used to be in attendance to CCAB meetings but that participation has decreased, not sure if it is due to COVID or other reasons.
- **Terry Fierer** talked about how zoom meetings feel sterile, impersonal, and bureaucratic, “how can we make these meetings feel more personal)?
 - There needs to be more communication
 - Hoping that the process of bottom-up gets to the top so that it is not all “top-down.”
 - A mechanism of how to bring ideas from community to the state level
- **Douglas Mundo** talked about the changes that have been going on since the CCAB committee started
 - Shared that Multicultural Center of Marin is POC led that tries to deliver culturally appropriate services to the community, but has noticed a lack of trust in service providers
 - CCAB should inspire and foster BOLD conversations and that more needs to be done to see the changes that were envisioned before
 - This group has been trying to figure out how to get the support and the services the community deserve in a cultural appropriate and dignified way
 - How can the county continue to support the efforts of the POC led organizations
 - There is a lack of trust in the community, there needs to be a built of trust
 - Bring the diversity, culturally appropriate, and sensitivity to support the clientele that needs mental health services and other resources.
 - Questions why are non-profits main providers of the county (“is this because we have become cheap labor for the county?”)→ invest more in non-profits who are doing the work
- **Jei Africa** suggested group come up with proposals and ideas and discuss in the next meeting
- **CCAB members** to reach out to former community members who used to be in attendance to CCAB meeting and invite back in
- **Jenn** will start to draw up proposals for membership book items

1:00 PM

- Meeting adjourned
- **Next meeting February 9, 11-1**
 - **Proposed agenda will include continuing foundational work and setting goals for the new year**