

**Cultural and Linguistic Competence Committee (CLCC)
Minutes**

June 18, 2014

9:30 AM – 12:30 PM

**Mental Health Services Oversight and Accountability Commission
(MHSOAC)**

**1325 J Street, Suite 1700 (Darrell Steinberg Conference Room)
Sacramento, CA 95814**

Committee Members:

Staff:

Other Attendees:

Chair, Aslami-Tamplen Gwen Wilson Sharon Jones Gwen Slattery JoAnn Johnson Jeannine Farrelly Dorothy Friberg Emma Oshagan Raja Mity Kamila Baker	Jose Oseguera Peter Best	Vicki Mendoza Carla Castaneda* Jeremy Wilson* Adrienne DeSantis Kimberly Knifong Ruben Cantu Noemi Castro Adrienne De Santis Angela Brand Steven Fazil Henry Shirley Greg Washington Autumn Valerio
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*Participation by phone

Committee members absent:

Vice-Chair Mallel, Will Rhett-Mariscal, Delphine Brody, Delores Williams, Marissa Lee and Monica Nepomuceno.

Welcome/Introductions

The Chair welcomed all in attendance.

Adoption of the February 26, 2014 and April 16, 2014 Meeting Minutes

The February 26, 2014 and April 16, 2014 meeting minutes were presented to the committee for approval and were approved by consensus with minor changes. The revised meeting minutes will be posted on the MHSOAC website.

Community Forum Workgroup Update

Members of the CLCC Community Forum Workgroup (CFW) and staff provided the membership with an update regarding the June 17, 2014 CFW Meeting and the planning efforts for the Eastern Sierra Community Forum which will be held on August 7, 2014 in Mammoth, California. The following is an overview of the discussion including public comments:

- The Redding forum was attended by 84 stakeholders.

- Transportation was identified as a major barrier to accessing services.
- County staff stated that involving peers in services and decision making has helped with their engagement and retention in programs.
- A forum participant stated that the information he received at the forum has given him the impetus to go back to his community and advocate.
- The forum questionnaire is being revised by the Mental Health Services Oversight and Accountability Commission (MHSOAC) Evaluation staff in an effort to obtain more qualitative data. The CFW and members and the public have ten days to provide input and comments on the draft questionnaire.

Meet and Greet with Office of Health (OHE) Equity Deputy Director

Wm. Jahmal Miller, MHA, Deputy Director, Office of Health Equity at the California Department of Public Health provided the membership with an overview of the OHE's mission, current and upcoming projects, focus on health equity and the status of the California Reducing Disparities Projects (CRDP) Strategic Plan release. The following are highlights of Mr. Miller's presentation:

- Diversity in California: California's population of nearly 38 million is the most diverse in the United States and the world, consisting of immigrants from more than 60 countries.
- Social Determinates: The social determinants of health are the conditions in which people are born, grow, live, work and age. These circumstances are shaped by the distribution of money, power and resources at global, national and local levels.
- California's Statewide plan to promote health & mental health equity:
 - Vision: Everyone in California has equal opportunities for optimal health, mental health and well-being.
 - Mission: Promote equitable social, economic and environmental conditions to achieve optimal health, mental health and well-being for all.
 - Central Challenge: Mobilize understanding and sustained commitment to achieve health equity and improve the health, mental health and well-being of all.
- OHE Advisory Committee: Consists of a broad range of 25 health experts, advocates, clinicians and consumers who will help advance the goals of the office and advise in the development and implementation of the OHE Strategic Plan.

The major discussion item the committee wanted an update on was the status and progress of the CRDP Strategic Plan

The CRDP Strategic Plan includes; a synthesis of the population reports, their findings, and recommendations, a vision for reducing mental health disparities, a

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roadmap to transforming the public mental health system into one that better meets the needs of all Californians and key strategies to achieve the vision of the five population reports.

Recommendations for the implementation of CRDP Phase II, the CRDP Community Plan for reducing disparities in mental health includes four overarching themes and five goals.

Themes:

1. Address and incorporate cultural and linguistic competence.
2. Implement capacity building.
3. Improve data collection standards.
4. Address the social and environmental determinants of health.

Goals:

1. Increase access to mental health services for unserved, underserved, and inappropriately served populations.
2. Improve the quality of mental health services for unserved, underserved, and inappropriately served populations.
3. Build on community strengths to increase the capacity of and empower unserved, underserved, and inappropriately served populations.
4. Develop, fund, and demonstrate the effectiveness of population-specific and tailored programs.
5. Develop and institutionalize local and statewide infrastructure to support the reduction of mental health disparities.

In addition, there are twenty-five long-term strategies and recommendations for implementing the strategies.

Recommendations for Phase II:

- Four-year pilot program to fund local community organizations to implement identified community-defined prevention and early intervention approaches across the five populations.
- Community-based participatory evaluation to elevate these practices to the level of evidence-based practice.
- Technical assistance and capacity building for the funded projects.
- Ongoing implementation of 25 policy-level strategies.
- Collaboration with county departments of mental health.

Next Steps:

- There will be a 30-day public comment period.
- Three community forums.

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- The strategic plan will be disseminated widely and available at www.cpehn.org
- Comments will be accepted at community forums, and via phone, email, and mail.
- Dates of the forums are still to be determined.

Timeline:

- 30-day public comment period.
- Final Strategic Plan released after public comment period.
- RFP for Phase II funds.
- Four-year Phase II pilot program.

Public Comment

- Thank you Mr. Miller for being flexible and providing a wonderful presentation.
- Population data under the White category should be disaggregated. Consider looking at poverty levels and educational attainment as additional data points.
- Utilize the OHE California MHSA Multicultural Coalition (CMMC) State of the State Reports.
- OHE should consider highlighting the positive impacts that persons achieve by being in a committed healthy relationship, especially as they grow older.
- Please include a glossary of terms in the CRDP Strategic Plan

Discuss Cultural and Linguistic Competency Presentation Topics to be Presented to the Commission

The membership discussed the three topics selected by the CLCC to be presented to the Commission at the in-person meetings to enhance the Commissions' cultural competence and cultural humility. The following is an overview of the presentation including public comments:

- Staff clarified that it was the membership that selected the three presentations topics, African American Faith-based presentation, Pilot Cultural Competence Organizational Assessment Findings and Immigrant Issues and Concerns and not staff.
- Staff stated that due to Commission scheduled upcoming agenda items, the first opportunity for a presentation will be at the September 25, 2014 meeting.
- The first presentation will be regarding the African American Faith-Based

Presentation.

- The Chair suggested that the Commission be informed that the CLCC is in the process of modifying an organizational assessment tool and that there may be an upcoming survey that the Commissioners and staff will be requested to complete.
- A comment was made that an overview of all four of the CMMC State reports should be presented to the Commission, versus just the Immigrant report.
- Staff stated that the CLCC already reached a consensus on the topics and this discussion can be revisited once the planning for the Immigrant report begins next year.
- A question was raised regarding whether the CRDP five population's reports be presented to the Commission as one of the three presentations.
- Staff again stated that the topics have been selected for 2014. However, The Chair has expressed an interest in having the five CRDP populations groups make a presentation to the Commission.

Update from CLCC Cultural Competency Organizational Assessment Tool Workgroup

The following is an overview of the discussion including public comments:

The CLCC Cultural Competency Organizational Assessment Tool Workgroup made initial edits to the Organizational Cultural Competency Assessment Scale, developed by Carole Siegel and David Gary Haugland.

Staff contacted the developers of the tool and received permission to modify the tool for the needs of the CLCC and presented the final version of our modification to them for final approved.

The Organizational Assessment tool will be administered by a 10-12 member review team which will consist of:

- Facilitator: Lead MHSOAC staff to the CLCC Committee.
- One MHSOAC Commissioner.
- One management-level MHSOAC staff person that has knowledge of MHSOAC organizational structure, policies and procedures.
- One member from EACH of the MHSOAC Committees (committees to designate a representative):
 1. Services Committee.
 2. Evaluation Committee.
 3. Client and Family Leadership Committee.
 4. Cultural and Linguistic Competence Committee.
- Three to Five community stakeholders.

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- One representative from the California Mental Health Directors Association (CMHDA) and/or California Mental Health Services Authority (CalMHSA).
- A comment was made that a member of the OHE should be added to the review team.
- A comment was made wanting to clarify that this assessment would not be used as a punitive tool or an audit of the Commission.
- Staff stated that the intent of this tool is to be used as a strength-based approach to increase the cultural competency and cultural responsiveness of the Commission as an entity.
- A question was asked regarding how will this assessment improve the Commission's cultural competence.
- Staff stated that the assessment will highlight the Commissions strengths and identify any areas that may need improvement to be a more culturally competent organization.
- A comment was made that administering this tool will be too time consuming.
- Staff stated that the review team could complete the review in one day after receiving all the requested source materials.
- Staff stated that the other review tool would be an individual assessment, which would be administered to each MHSOAC staff and Commissioners.
- The individual assessment tool was developed by the CLCC workgroup and incorporated some of the concepts and questions from the Georgetown University Cultural Competency Tool which was selected by the membership. After the first meeting of the workgroup they realized that to modify both the Siegel and Georgetown tools would be too time intensive.
- A comment was made that the individual assessment questions and phrasing needs to be discussed and modified.
- A comment was made that a purpose statement should be developed regarding the assessments.
- Staff asked that if there were any additional comments or suggestions to the tools to please send them to him within the next ten business days.

Identify Possible Future Agenda Items

The membership and attendees provide the following suggested future agenda items:

- CLCC Cultural Competency Organizational Assessment Tool Workgroup.
- Community Forum Update.

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- Overview of the Faith-based presentation.

General Public Comment

- A public member present the CLCC with a copy of the California Brief Multicultural Competence Scale (CBMCS) as a assessment possible resource.
- CiMH will be holding a Building Evidence Summit in Anaheim California on May 30, 2014.

Adjournment

Meeting adjourned at 12:19 PM.