



## CULTURAL COMPETENCE RESOURCE TEAM MINUTES

March 5, 2021 | 10:00 AM – 11:30 AM | WebEx

**In Attendance:** Ingrid Alvarez-Ron (NAMI), Elisa Barnett (SDLGBT), Charlie Beckler (BHS-PIT), Andrea Duron (BHS-AOA), Dexter Egleston (CSH), Piedad Garcia (BHS-AOA), Celeste Hunter (CASRC), Shiva James (CCA), Nicole Le Fol (BHS-AOA), Rosa Ana Lozada (CYFC), Michelle Ly (), Nathaly Martinez (NAMI), Edith Mohler (CYF), Erick Mora (CASRC), Fardosa Osman (UWEAST), Evelyn Parada (UPAC), Kimberly Pettiford (BHS-PCE), Vanessa Pineda (), Mahvash Alami Rad (SOT), Ezra Ramirez (BHS-QI PIT), Adam Renteria (), Claire Riley (BHS-AOA), Nancy Rodriguez (BHS-SBCM), Jennifer Rusit (BHS-CDO), Angela Solom (BHS-QI), Ann Vilmenay (BHS-AOA), Charity White-Voth (BHS-AOA).

AGENDA ITEM	SUMMARY	ACTION
<b>I. Welcome and Introductions</b>	<ul style="list-style-type: none"> <li>Meeting called to order at 10:00 AM by Piedad Garcia.</li> </ul>	
<b>II. Approval of February 2021 Minutes</b>	<ul style="list-style-type: none"> <li>Minutes for February were moved and motioned for approval by Celeste Hunter and Elisa Barnett.</li> </ul>	
<b>III. Public Input</b>	<ul style="list-style-type: none"> <li>No public input.</li> </ul>	
<b>IV. Chair's Report</b> (Piedad Garcia and Charity White-Voth)	<ul style="list-style-type: none"> <li>Discussed updates provided at the BHAB Meeting and HIPAA regulations.</li> <li>RFP for response was issued for the Mobile Crisis Response Team (MCRT).</li> <li>Allocation letters for the next FY 21-22 will be sent in April 2021.</li> </ul>	<b>Action Item</b> Rosa Ana Lozada made a motion. Nancy Rodriguez second motion.
<b>V. Action Items</b> <ul style="list-style-type: none"> <li>Healthcare Disparities Discussion Update (Piedad Garcia)</li> </ul>	<ul style="list-style-type: none"> <li>Healthcare Disparities Discussion update will be a continuous action item in the CCRT agenda and other councils.</li> <li>Discussed work Dr. Esposito is doing around population health, working with UCSD.</li> <li>Dr. Garcia would like members to participate and have a continuous discussion on what each legal entity is doing differently around healthcare disparities, diversity, etc.</li> <li>Ann Vilmenay provided update on Diversity &amp; Inclusion and group program managers.</li> </ul>	<b>Action Item</b> Discuss and send consultant recommendations.  April's meeting - Rosa Ana will present conversation with CYF Council on healthcare disparities.
<b>VI. Informational Items</b> <ul style="list-style-type: none"> <li>MHSA Updates (Kimberly Pettiford)</li> <li>QI Updates (Ezra)</li> <li>CCRT Committees <ul style="list-style-type: none"> <li>✓ Education &amp; Training (Ann Vilmenay)</li> <li>✓ Children's Update (Edith Mohler)</li> <li>✓ RIHS Cultural Competency Academy (CCA) (Shiva James)</li> </ul> </li> </ul>	<p><b>MHSA Updates</b></p> <ul style="list-style-type: none"> <li>Currently reviewing the report from the community engagement activities.</li> <li>Recommend Andrew Strong to be invited to speak at the CCRT meeting.</li> </ul> <p><b>QI Updates</b></p> <ul style="list-style-type: none"> <li>EQRO review have been completed.</li> <li>Cultural Competence plan was reviewed and recommended adding more SUD presence throughout the plan.</li> </ul> <p><b>Education &amp; Training</b></p> <ul style="list-style-type: none"> <li>Workgroup finalized recommendations.</li> <li>Discussed the workgroups goals and future work.</li> </ul>	



	<p><b>Children’s Update</b></p> <ul style="list-style-type: none"> <li>• CYF has monthly meetings where they provide an opportunity for staff to talk about issues related to diversity and inclusion.</li> <li>• CYF was highlighted in the March 2021 BHS Report to the Behavioral Health Advisory Board</li> <li>• Discussed the upcoming Critical Issues in Child and Adolescent Mental Health (CICAMH) conference scheduled for Friday, March 19, 2021.</li> <li>• CYF through the CYF Liaison contract with NAMI-San Diego, will host the 7th Annual Youth Mental Health Well-Being Celebration as one of the events during “May is a Mental Health Month”.</li> <li>• Flyer regarding the upcoming Youth Mental Health Well-Being Virtual Gathering that NAMI SD CYFL and San Diego County on May 7<sup>th</sup> will be distributed.</li> </ul> <p><b>RIHS Cultural Competency Academy</b></p> <ul style="list-style-type: none"> <li>• Discussed upcoming Cultural Competency Academy Executive series.</li> <li>• Antiracism eLearning content is being reviewed by RIHS and CCA curriculum committee.</li> </ul>	
<b>VII. Announcements</b>	<ul style="list-style-type: none"> <li>• No announcements made.</li> </ul>	

**NEXT MEETING: April 9, 2021 | 10:00 AM - 11:30 AM | WebEx**

*Presentations*

*FY 2019-2020 Goals*

**Best Practice:**

- Highlight effective programs serving culturally diverse communities for providers to integrate appropriate services.
- Develop a Recognition Award criteria and process to recognize organizations who are providing exemplary Cultural Competence activities.
  - ✓ To be presented at the Behavioral Health Recognition Dinner (BHRD).
- **\*\***Identify gaps in representation with CCRT and develop targeted outreach for those agencies/community groups for participation.
  - ✓ Invite additional Ethnic Community-Based Organizations (ECBO) who align with CCRT as well as system of care partner representatives from Probation, Education, DA, etc. to move toward system-wide improvement.



- **\*\*Dedicate time and space within CCRT (or as a separate workgroup) to review and analyze data related to underserved populations including linguistic findings, interpreter services, utilization rates, jail in-reach outcomes, etc.**
  - ✓ Address the Justice-Involved population, specifically the overrepresentation of African Americans and Latinos, and develop recommendations for services.
- Develop recommendations for the MHSAs Fiscal Year 2019-20 Annual Update.
- Provide quarterly, uniform CCRT Updates to various meetings and Councils to provide consistent messaging.
  - ✓ Develop a standardized tool to provide consistent CCRT highlights at the various Councils at the beginning of the fiscal year.
- Provide COR training to County staff on CLAS standards – and how to monitor effectively for CC.
- **\*\*Provide dedicated support to contractors and community agencies who request technical assistance and guidance around cultural competence efforts within their agency, workforce, client served, etc.**
  - ✓ Review organizational CC Plans by Legal Entity.

**Program:**

- Advance culturally responsive community-based organizations to evidence-based standards.
- Increase CCRT Substance Use Disorder provider and consumer membership.
- Invite programs/providers to present on their respective Cultural Competence (CC) Plans, including approaches, implementation, challenges, and goals at CCRT meetings.
- **\*\*Develop a process for dissemination of resources that are readily available not only to BHS contractors but to the general community and BHS staff.**

**Policy:**

- Submit culturally responsive recommendations for the MHSAs Fiscal Year 2019-20 Annual Update.
- Identify and implement strategies to strengthen system-wide advance of cultural competence standards consistent with the State Plan and CLAS standards.
  - ✓ CCRT members will use a standardized tool to review provider organizational CC Plans by Legal Entity and provide recommendations for continuous improvement.
- **\*\*Address workforce development focused on recruiting and hiring a diverse workforce within BHS and with County contractors.**

**\*\* = Recommendations from Strategic Planning/Focus Group**