

**LOS ANGELES COUNTY DEPARTMENT OF MENTAL HEALTH
OFFICE OF THE DEPUTY DIRECTOR OF STRATEGIC COMMUNICATIONS**

LGBTQI2-S Conference Planning Meeting UsCC Subcommittee

MINUTES

June 6th, 2019
2:00PM – 4:00PM
APAIT

Present: Terri Jay, Richard Zaldivar, Gustavo Velez, Victor Guerra Cardoza, Carl Highshaw, Greg Wilson, Louis Smith, Kathryn Aguenza, Johnathon Talamantes, Jennifer Jiries, Renato Lira, Johana Lozano, Jeffrey Fuentes, Jazzmun Crayton, Sharon Chapman, Hector Ramirez, Brian Navarro, Bryan Scheihing, Ronald Jackson, Danielle Samuel, Isaias Guzman

By phone: Yamonte Cooper, Jeffrey King, Rebecca Russell, Summer Gomez, Josue Vega, Alexis Glenn, Te Jay McGrath

DMH Admin Mirtala Parada Ward, Kelly Wilkerson, Connie Acosta Castaneda

Agenda Items	Comments/Discussion/Recommendations/Conclusions
Welcome/ Introductions	Attendee introductions.
Membership Code of Conduct – Review and Sign	The Code of Conduct was passed out and read to the subcommittee by Terri Jay. The subcommittee was asked to sign and turn in to Kelly Wilkerson, signing is voluntary. Code of Conduct agreement only needs to be signed once a year.
Review of minutes	Approved April 4 th , 2019 meeting minutes. Subcommittee asked if the Agenda and Minutes be available two weeks prior to the next meeting to allow more time to review. Kelly Wilkerson informed the group that that is our goal to have them ready two weeks before the next meeting.
Conference Business Kelly Wilkerson	<p>A. General Updates: The LGBTQI2-S Conference is next week June 12, 2019. We are confirmed for 9 workshops. There will be continental breakfast, sandwich lunch buffet and snacks in the afternoon.</p> <ul style="list-style-type: none"> • Jazzmun Crayton would be the Emcee. • Johana Lozano will be the photographer for the conference. • Johnathon Talamantes asked if there would be a Land Acknowledgement at the conference. Kelly explained that we did not have the time financially to compensate someone to do a Land Blessing but if there were volunteers then we would love to have it. Johnathon Talamantes explained that anyone could do a Land Acknowledgement; they just have to do the research. • Terri Jay shared concern that some of the language on the conference agenda only has LGBTQ+ instead of LGBTQI2-S. Kelly explained that certain workshop titles were given by presenters. Terri emphasized that we be inclusive to the indigenous community and not to leave the 2-Spirit community out of the conversation. She recommended that future conferences be sure to include the two-spirit community in their workshop descriptions.

**YourDMH UsCC
Guidelines**

A. YourDMH UsCC By-Laws Discussion:

Mirtala Parada Ward: Each subcommittee is mandated to have 2 Co-Chairs. If a subcommittee wants to have a 3rd Co-Chair or a Co-Chair Elect as a back up, that is up to the autonomy of the subcommittee. These draft by-laws will be presented to all 7 subcommittees. We are hoping by the end of June it will be presented to all 7 subcommittees, and we will have a list of recommendations. We will have standard by-laws for all 7 subcommittees, and each subcommittee can incorporate additional requirements that are culturally appropriate for their group. Once the by-laws have been approved, there cannot be any changes but you can add cultural adaptations to it. There are some subcommittees that only have 2 Co-Chairs and if they cannot make it to the UsCC Leadership meeting, they ask their membership if there is someone that can go to the meeting and represent them and act as an alternate.

Renato Lira: Questioned the subcommittee regarding the recent election of a second Co-Chair. Requested to see the results of the election. He shared concerns that the process was not fair and he is challenging the results.

Terri Jay: As a result of the election, some issues and concerns came up. Jeffrey King informed me that he had removed himself as the second Co-Chair, and as of now, I am the only Co-Chair.

Renato Lira: There were only two candidates running for the second Co-Chair seat, correct?

Kelly Wilkerson: No, there were 5 in total, and there were ten people that voted. At the time of this election, ten people had voting privileges. This was based on the by-laws that were in place, meaning that they had attended 50% of the meetings over the previous twelve months. Jeffery King won first place, then there was a three-way tie for second place, and then there was the third place.

Mirtala Parada Ward: I wanted to share with everyone in the subcommittee the election results. Jeffrey King won and an email was sent to the subcommittee informing them of the results. Jeffrey in writing has said that he does not want to take that position right now. So now, there is a three-way tie. Moving forward we are going to bring an attendance roster so everybody knows how many meetings they have attended and how many meetings we have had. One of the things we wanted to tell you at today's meetings is that we are trying to be as transparent as we can with regards to who has voting privileges. The attendance roster will be a live document that will be brought to all the meetings that way everyone can know who are the people that have voting privileges. The subcommittee does all voting via Survey Monkey, so that is the Survey Monkey results and it is computer generated. We are very excited that the membership has grown. It is very important for the subcommittee to read the minutes, if there is anything that you feel that is missing, bring it to our attention and we will make sure to do the necessary corrections. Also, if you are going to participate via telephone, please make sure to introduce yourself so that we make sure your attendance is accounted for.

Jeffrey King: Is it true that I was told that people voted for another black person and their vote was not meant for me?

Terri Jay: Those words were placed in my mouth, that was not what was stated, and those words came from Jeffrey himself.

Jeffrey King: I filed a formal complaint to the appropriate people with the County to address this issue. I don't want to hold up the task force by addressing the racial discrimination that I have experienced, and the level of disrespect and disregard that I encountered when I showed up to DMH to meet with Mimi McKay and you, the other Co-Chair (Terri Jay) and Terri told me that it was an error because people thought they were voting for another black person. You challenged the fact that I did not qualify to be the second Co-Chair based on what you think were the number of meetings that I did or did not attend and the fact that people voted for me because they thought I was Greg Wilson. That is what you said (Terri Jay) and you people asked me to step aside and I filed a claim against you for that.

Terri Jay: With regards to the email that was sent to me by Jeffrey King, I would like to express and voice concern. I did not reply to the email from Jeffrey that was sent out. As a Two Spirit Trans woman, I am here to be visible in the community, also as an advocate as a Trans woman in the community. I would like to say I have been misgendered and that is violence against the Trans community itself. Therefore, it is important to be accountable on your part. I am also standing up as a Trans woman that I'm not going to tolerate being misgendered in the community.

Jeffrey King: You as a Trans woman have dismissed me as a Black Gay man. You told me that people made a mistake in voting for me and they voted for another Black man. The second thing you said, is that there was a concern if I did or did not attend enough subcommittee meetings. This can be addressed if you want to take it to another level, we can. I have already done that, so respectfully to the people in the room I would like to move forward because it will be addressed with the County Board of Supervisors, and I have filed another claim above that.

Mimi McKay: I have a question about the election that took place and who the candidates were. I was not here at the time. My understanding was that at a certain point maybe it is incorrect that Greg was a candidate, is that correct or not correct?

Mirtala Parada Ward: He was nominated.

Mimi McKay: He was not a candidate, he was nominated and then at a certain point you withdrew your nomination? Is that right? Or you were not voted on? I just want to understand because my understanding was as some point you were nominated but you were not a candidate.

Jeffrey King: Jeffrey was nominated. I have the email if you'd like for me to forward that to everyone, stating that I was elected for the other chair and later it was challenged in a room with you, Mimi, and our Co-Chair, I can't remember her name, but it was challenged why I was the Co-Chair. You sent me the email saying I was elected through a fair and transparent process, and then you challenged it by stating that it was a mistake and you thought it was another Black man that people were voting for, and you were referring to the people in the room.

Mimi McKay: No, I do not believe anyone made those comments. My concern is and I want Mirtala to...

Jeffrey King: They were made. Please do not dismiss the truth. Please do not dismiss me, I will not dismiss you.

Mimi McKay: Mirtala, my understanding was that there was a challenge based on the number of times one had attended the meetings.

Mirtala Parada Ward: Yes

Mimi McKay: That was the challenge to that election. That was the understanding that I had from several people.

Mirtala Parada Ward: I'm reading the Survey Monkey results and Renato was one of the nominated people, Jeffrey King was one of them, Hector Ramirez, Gustavo Velez, and Rene Martinez. I know that Greg was nominated and he said he was too busy to accept the nomination, so his name was dropped. The subcommittee decided that they were going to do voting via Survey Monkey, and then the voting was done according to the attendance. I showed the attendance record and it's going around and all the people that had voting privileges were asked to vote. They voted and Mr. King won and then there was a tie for second place and the tie was Renato, Hector, and Rene.

Mimi McKay: Was there a question to whether Mr. King had attended enough meetings. That was the challenge that was presented to me.

Mirtala Parada Ward: We sent out the email letting Jeffrey King know that he had won, then we had a meeting and there were many concerns based on the conduct of Mr. King at that meeting (4/4/19). From that meeting we received several complaints from subcommittee members expressing their concerns about his ability to be a leader and questioning if he in fact attended the meetings. That is the reason why Mr. King was invited to meet with my boss Mimi and the Co-Chair Terri and they had a meeting last week. I was not present at that meeting so I cannot speak.

Jeffrey King: What is on the table and with the people in the room is how do we move forward with getting another chair in there. I have filed a claim, it is a legitimate claim that has been received by two areas of Public Health and will be addressed, it will be investigated and there will be an audit. And so the other part of this process has to do with transparency. They keep referring to Survey Monkey, which is not a transparent process. The voting process should occur in the room with all of the potential votes that can be witnessed by everyone in the room, it has never happened that way.

Mirtala Parada Ward: Jeffrey, it's up to the subcommittee on how they want to vote. The subcommittee voted to have it through Survey Monkey.

Richard Zaldivar: Are we going to have a conversation and have an end to this conversation or are we just here to listen to Jeffrey? We have business and a lot of people here are busy people and they want to move the agenda because we have a conference that we are hosting. So what are we doing here?

Renato Lira: I think we need to move forward. I think there was no racism on this issue. I know that this issue was only about how long you have attended the meetings. I am the one that challenged this election no one else did. I'm the one who spoke out really clear because I have never heard your name at a meeting. There was no racism and there was no issues about it was another Black person. It's a pleasure having someone else from a different culture and color to represent the Mental Health for LGBTQ. Next time get the facts right before you start blaming someone else.

Jeffery King: Now you're being disrespectful, I'm offended by that, I feel attacked by that. Does that mean something that I'm being attacked?

Mirtala Parada Ward: I'm going to stop this conversation.

Terri Jay: I'm hearing you Jeffrey and as a Co-Chair.

Jeffrey King: Please have it noted that I feel attacked. I'm requesting as the person who is now being discussed, that you put this on hold. It will be addressed, so we can move forward with this meeting to respect the other people in the room, and not make accusations of who I am because obviously you do not know me, so we can move forward.

Terri Jay: Thank you Jeffrey, I'm listening and I'm hearing you and the meeting we will be moving forward. So moving on to the agenda.

Mirtala Parada Ward: So to answer Renato's question, we are going to be having a new election and new nominations, because we are very close to July 1st where we want to implement the new by-laws and we have 3 other subcommittees in the same position where they need to elect new Co-Chairs. We are going to gather everyone's feedback, and once the new by-laws are implemented, we are going to have a new Co-Chair election. We are going to follow step by step based on the by-laws. If anyone has any questions or concerns, we will address them and we will be as transparent as much as we can. This subcommittee belongs to this membership. It does not belong to the Department of Mental Health. We coordinate it, we provide administrative oversight and our job is to make sure we are hearing from the voice of the community who is providing feedback and recommendations to improve our service delivery. It does not mean that every recommendation from every subcommittee member we need to address in the moment. It's something we present to our Director Dr. Sherin and Mimi our Deputy Director, they are in charge in making sure that the needs of all the community that are underserved are met. You guys are that voice and provide that feedback to the Department. We thank you for that and this is voluntary, not about who is right or wrong. We are trying to be as inclusive and as respectful for everyone's voice to be part of the process.

Greg Wilson: I want to start by saying as a Gay Black man I feel a little disrespected. I feel that for me personally to come to a Mental Health meeting, I should never feel this triggered. I shouldn't have to feel emotional, I should never feel this hurt by what is happening, especially if we're asking to bring community members to the table, we're asking about bringing all these different people to come be a part of this process, but then this is what we're experiencing. I feel disrespected to be honest; no one can speak on someone else's experience or truth. All I can say is we can speak on our own perspective but we can never tell someone else that something is not happening if that's what they are experiencing. So I think for me I shouldn't feel the way I'm feeling right now. I think that moving forward we should do the right thing and make sure we are thinking about that because the reality is I heard people at the table say we should be bringing people to the table and have them come to these meetings, but if I brought anyone to this meeting that I do services for and they had to experience this, I would never get them to come back to this room again, because I don't feel that comfortable myself at this moment. So I just want to voice that I feel disrespected as a Black Gay man at this moment and I don't know how to even concentrate on this agenda at this moment anymore based on that. That's all I want to share.

Jeffrey King: I want to agree too, and I don't want to bring back an argument back to the meeting but for someone to make a complaint about someone's conduct, I've attended every meeting this year consecutively and I have not experienced any conduct at any of the meetings that would warrant any type of meeting and so what I am experiencing, because I've seen

this historically throughout my life, throughout the history of Black people in the United States, is this is covert anti-black racism and it shows up in this forum where someone makes a complaint because they don't like how a Black person expresses himself or how they show up. It's really about fear of someone being in some position of power and so forth when they don't want the Black person to have that position. And so it's very discouraging and it's disappointing to see this playing out repeatedly and now in this meeting it appears it's playing out again. I haven't witnessed anything since January first of this year that there has been some conduct during the meetings. Granted there have been heated meetings, people have expressed themselves, but I have not heard or seen anything that would be deemed misconduct.

Mirtala Parada Ward: I want to acknowledge everybody's contribution and I also want to validate people's feelings. Those who shared how they felt were very brave, it takes a brave person to share how they feel in a public place. By no means is this subcommittee perfect. I think sometimes conflict is needed to resolve and move forward. I just want to say thank you to everyone that is at the table and who was able to sit here and felt empowered to say how they felt even if they were not feeling safe. Thank you, and I want to empower you all to continue to attend and make this process equitable for all of you but also equitable for the community that we serve. We hope to continue to reach out to the community. I don't have everybody's experience and I know that if you are hurting, the community members out there are also hurting and they need our help somehow. I just want to acknowledge everybody, thank you.

Richard Zaldivar: I just wanted to say I am hurting too. Everybody is hurting through confrontation. There's a few things I want to share and the first is that it's awesome to see this room full. A few years ago this room was quite empty. That means there is interest and a lot of passion around the table. What really upset me that I need to tell you, Terri, is to know how you were treated. It brought tears to my eyes. I am so thankful that you are such a powerful woman, a powerful leader in our community, and that you are steadfast as a co-chair giving the time and support to everyone around this table. Your voice and your spirit is so needed and I just want to say thank you.

Terri Jay: I want to say thank you to everybody. It got to me, I did not have that place to respond. Richard, thank you so much, thank you to every one of you. I know it was emotional and it's important as we're here as collective members, not just me as a co-chair. This is about us all being here and holding each other up and supporting each other through every situation. And it means a lot to me as a co-chair you all being here. Your voices, your opinions, your comments, and your feedback is just as important. I'm not a perfect human being, I'm going to own up to that, I'm going to be accountable in my part. I think that it is important bringing the voice, bringing it to the table. It is important that we work together here collectively to find solutions. We've come a long way and we're going to continue to fight, we're going to continue to hold each other's hands, we're going to continue to love each other, we're going to continue to do everything together. I think that is important and I just want to say thank you to each one of you for being here today and to continue to be part of this subcommittee today.

B. YourDMH Uscc By-Laws recommendations:

- Under Co-Chair and membership requirements for voting/elections, consider 6 months instead of 12 months.
- Vote in the room instead of via Survey Monkey.
- Explore per agency representation with regards to voting (i.e. one vote per agency). Equitable distribution of voting privileges.

	<ul style="list-style-type: none"> • Meetings at night/location of meetings. • Encourage agencies to bring consumers. • Explore Zoom technology for meetings. • Include new members since January in voting. • Look at people at the table as agents of change. • Consider cross sections (i.e. community members, consumers, providers). • Agencies bringing staff not consumers – equitable distribution of voting privileges. • Attendance roster: <ul style="list-style-type: none"> ○ Shared at each meeting ○ Shows eligibility to vote ○ Phone or in person
<p>Older Adults – Additional Funding Request – Recommendations from UsCC Leadership Committee</p>	<p>The UsCC Leadership should make a recommendation to Dr. Sherin that additional funding should be provided to each of the currently established 7 subcommittees to be used specifically for capacity building for the older adult population within those communities.</p> <ul style="list-style-type: none"> ○ Invite more Older Adults to the table
<p>RAND Feedback from NorcalMHA</p>	<p>Mimi Martinez McKay: RAND is going to produce a report looking comprehensively at the systems, not only the focus groups and will be releasing the report in a couple of weeks. It will be widely available for everyone.</p> <p>Johana Lozano: MHSA Program Planning guidelines. What are some items? MHSA general standards breaks down what are the main laws. MHSA is State Law and how things should be done. Everything that is done through the County should be done through MHSA bylaws. We just want to make sure everything is being done by the MHSA guidelines; Components, Standards and bill of rights.</p>
<p>Next Meeting</p>	<p>Meeting adjourned at 4:00pm July 11, 2019 - 2:00PM – 4:00PM - Phoenix House – Lake View Terrace 11600 Eldridge Ave. Sylmar 91342</p>