

Under-Represented Ethnic Populations (UREP)

LGBTQ Sub-Committee

Date: 10/20/2015 Time: 12:30PM – 2PM

Present: Mirtala Parada Ward, Anna Yaralyan, Hector M. Ramirez, Jeffrey King, Alkass Sermed, Julian Hernandez, Kim Farnham, Mastaneh Moghadam.

Agenda Items	Comments/Discussion/Recommendations/Conclusions
<p>Meeting Convened Review of Minutes from Meeting on 8/5/2015</p>	<ul style="list-style-type: none"> - Introduction of Member
<p>I. Introductions:</p> <p>II. Review of Meeting Minutes</p>	<ul style="list-style-type: none"> - Reviewed and approved the meeting minutes from 8/5/2015
<p>III. Survey</p>	<ul style="list-style-type: none"> - Mirtala provided an update about the LGBTQI2's Survey: <ul style="list-style-type: none"> • The survey is completed and will be provided to all LACDMH workforce and contract providers. It has been tested and effective feedback has been provided. Once it is approved by LGBTQI2's Sub-committee members, LACDMH will lounge it the following week. • The Data Unit did a good job at developing the format of the survey. The survey includes a little disclaimer. • Mirtala went on talking about the LGBTQ UREP subcommittee name selection. Specifically, she reported that the LGBTQI2's sub-committee name is changing

and evolving and includes "2-S" which stands for Two-Spirited.

- Hector M. Ramirez explained that Two-Spirit is a term in the Native American culture to describe gender-variant individuals in their communities. Native Americans have various different communities, including Alaskan and Hawaiian. Different Native cultures conceptualize the concept of gender differently and most tribes use names in their own languages.
- Mirtala refrained back to the survey reporting that it included an attached copy of the glossary. When people are taking a survey and don't know what a word means they can always refer back to the glossary and find out the definition. Mirtala added that the committee did a great job of putting the glossary together. There were certain revisions based on some of the terminology to ensure that the survey was appropriately worded.
- Kim Farnham inquired on how the contract agencies will be notified that the survey is available.
- Sermed Alkass suggested to clearly identify direct service staff, such as clerical staff, administrative staff, etc. as these are provider staff that mainly interact with consumers and provide direct services to them.
- Mirtala responded that the survey might be available to the contract providers. Providers can distribute the survey to mental health professionals, and clerical and administrative staff who interact with and provide services to consumers.
- Mirtala reported that the survey will be distributed online. It will not be distributed through "Survey Monkey," it will be through E-Forms where LACDMH can aggregate the data through LACDMH Program Support Bureau, Quality Improvement Division Data Unit. Mirtala added that LACDMH has the software now to complete all the surveys internally.

- Julian Hernandez provided a few minor technical corrections and feedback on the survey. One example he provided was that on page 5, question 4 should be addressed as 4a because it is labeled as 4b, 4c. This is to indicate consistency.
- Mirtala thanked him for the feedback he provided.
- Sermed Alkass referred to page 1 on the survey and suggested feedback about the survey. He reported that on the survey, the Lesbian, Gay, Bisexual, Transgender, Queer and Questioning, Intersex, Two-Spirit (LGBTQI2-S) should be changed to Queer, Questioning, Intersex, and Two-Spirit (LGBTQI2-S).
- Mirtala agreed with Sermed.
- Hector M. Ramirez referred to page 3, question 2, and suggested to add sign language as one of the threshold languages for the deaf and hard of hearing populations.
- Mirtala provided thorough explanation on what constitutes threshold languages and non-threshold languages at LACDMH. Threshold languages indicate that 5% of LACDMH consumers living in the county speak this language, therefore under federal guidelines all information must be translated under that language. Non-threshold languages are spoken by less than 5% of the consumers.
- Hector M. Ramirez reported that the language of disability includes sign language; however, currently it is not considered one of the threshold languages.
- Mirtala reported that LA County is a very diverse county, and for that reason all the work conducted by LACDMH is translated to the 13 threshold languages.

- Mirtala stated that the purpose of the survey is to find out about the training and workforce needs to better serve the LGBTQ Community. The outcome and recommendations of the survey can assist LACDMH in providing more effective services for this community.
- Jeffrey King asked for a clarification on question 7, page 10, which refers to what individual agencies define as the LGBTQ2's consumers "family."
- Mirtala responded that this question is for Medical billing purposes. Under Medical guidelines, a potential client has the option of selecting what he/she considers a family for themselves. Individuals have broad definitions of what they may consider a family.

IV. Capacity Building Projects

- Mirtala Parada Ward provided updates on the Capacity Building Projects for the LGBTQ subcommittee for the FY 2014-2015:

- The project was awarded to Star View Behavioral Health Group who is working in conjunction with the Los Angeles LGBTQ Center. It includes Clinical Mental Health Training for LGBTQ Youth. These two agencies will prepare the curriculum of the project. LACDMH staff will meet with the Vendor of the project to review deliverables of the project, come up with a timeline, and discuss the initial steps of the project.
- The project includes 2-Day Trainings for clinicians in Service Areas 2, 4, 6, 8.
- Kim Farnham added that although the trainings are provided in Service Areas of 2, 4, 6, 8, they are open to all service areas.
- Ninety percent of the project curriculum has been completed.

- The draft copy of the flyer has been submitted to LACDMH and all the venues of the project have been completed, except one.
- Project consultants are targeting to complete the trainings in January and February of 2016.
- As soon the curriculum is completed, the co-chairs will receive a copy of this. The trainings will begin once the co-chairs and the DMH approve the curriculum.
- Sermed Alkass asked if the meetings are projected to take place in January and February.
- Mirtala reported that the project is expected to be completed on March 30th, 2016. Originally the trainings were supposed to take place in December 2015 and January 2016 and the projected was going to be completed in 4 months. However, taken in consideration the Winter Holidays, a 2 month extension was granted. There will be a total of 8 trainings, one per each service area. Total length of each training will be for 2-days, 6 hours per day, total of 12 hours. There will be a total of 30 to 40 participants per training.
- Mirtala provided a brief history about the formation of the LGBTQI2's sub-committee. Originally there were five UREP groups (Latino, African/African-American, Eastern-European/Middle Eastern, American Indian/Alaska Native, and Asian Pacific Islander). Most recently the LGBTQI2-S sub-committee was added as a 6th UREP group. The LGBTQ sub-group began from the Cultural Competency Committee (CCC) who suggested including this group as part of UREP. The LGBTQ group members decided to conduct a survey where a selected workforce will be given the survey to find out how equipped they are to serve the LGBTQ community and their needs.

- Hector M. Ramirez inquired about the membership requirements of the LGBTQI2's group.

- Mirtala responded that the LGBTQI2's sub-group is an advisory group. It can include community members, consumers, advocates for the LGBTQ population, and mental health professionals working in the private sector, as well as at county contracted agencies. The purpose of this sub-committee is to meet and inform LACDMH about the needs of the LGBTQ population and develop Capacity Building Projects. The Capacity Building Projects will aim to increase penetration rates for mental health services and provide training to mental health staff who serve the LGBTQ population.

- Mirtala also reported that the Capacity Building Projects can target populations such as adults, older adults, children or youth. Mirtala provided various examples of Capacity Building Projects such as mental health radio talk shows for the Farsi Speaking Community, mental health TV talk shows for the Armenian Community, a Mental Health Conference for the Native American Community, and a 30 second Mental Health Public Service Announcement for the Latino Community. All the Capacity Building Projects must be geared towards mental health promotion and increasing services for the target underrepresented population.

- Mirtala Parada Ward talked about the UREP Capacity Building Project proposals for FY 2015-2016.

- Currently LACDMH is collecting proposals of mental health projects for the LGBTQ community and everyone in the LGBTQ sub-committee can submit their proposals or ideas. For the FY 2015-2016, LGBTQI2's UREP is funded \$100,000 and it is up to each UREP subcommittee on how they want to utilize their funds.

			<p>Some subcommittees spend their funds on multiple projects and others on one.</p> <ul style="list-style-type: none">• After the proposals are submitted there will be another LGBTQ12's sub-committee meeting for the individuals to present their proposals and group members will cast a silent vote in the meeting or via email on the selection of each project. Ultimately, it is up to the LGBTQ12's sub-committee to decide how many proposals they want to sponsor.• Once a proposal is submitted and the committee votes on it, the proposal belongs to LACDMH. LACDMH can make slight changes to the proposal if needed. LACDMH will also make the decision if a Statement of Work can be made for this project. After a Statement of Work is completed and approved, the project goes to Internal Services Department (ISD) for a solicitation process. Some proposals have many bidders and others do not have any bidders.• Jeffrey King inquired reasons why a certain proposal might not have any bids.• Mirtala responded that two people were interested in the proposal, but decided did not bid on it for different reasons. Some individuals may be confused on how the process works; others may not understand the scope of work that needs to be done.• Mirtala reported that when proposals are not awarded the sub-committee has the option to bring the idea back to the table, make changes, and rebid.• Jeffrey shared that there are barriers to implementing the projects in school settings. Schools have specific rules, regulations, safety and security laws which must be followed; as a result precautions must be taken.• Mirtala added that there are other issues. The translation of the materials may be difficult to do, which is why some vendors may not be interested.
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- Mirtala invited LGBTQ sub-committee members who may be interested, to reshape the proposal and make it more doable. She added that the feedback received on the proposal was that it was very detailed and specific, which was intimidating for some potential consultants.
- Jeffrey added that from the theoretical perspective the project was perfect. However, a project may be theoretically possible, but not roll into the community the same way. This project may be better facilitated out of an agency, such as a community space, a place that's located within community. Then the consultant may work with the school systems to identify or develop a referral system.
- Hector added that many agencies have contact and referral systems with schools due to similar issue.
- Mirtala once again urged for those who have project ideas and proposals to send their ideas. Once LACDMH receives the proposals, a meeting will be scheduled for project proposers to present their ideas. The sub-committee members will have an opportunity to listen to the proposals, review them and develop a system to vote on what proposal idea will go forward.
- Mirtala reported that for the Asian Pacific Islander (API) population, the proposal presentation and the voting process took a long time as various projects were presented. API UREP has nine different groups, such as Vietnamese, Thailand, Korean, and Japanese and members must decide which specific ethnic group to do an outreach for which takes time to do. In general proposals must inform LACDMH what can be done to better our services.
- Jeffrey reported that he approaches situations from a resource perspective. He inquired about how a project is approved from a resource perspective. Is it more beneficial to have one project, which may utilize the entire funds, or several projects which cost less but add up to the full budget amount.

	<ul style="list-style-type: none"> • Mastaneh responded that it depends on the project. For instance, in the Middle Eastern/Eastern European UREP sub-committee the \$100,000 dedicated for the community was divided four ways. Each group received \$25,000 because of four different cultures being presented. The projects received great results. For example \$25,000 of the funds were utilized to conduct 22 mental health shows on the Iranian Radio for the Farsi Speaking Community which did tremendous work tackling stigma about mental health in that community. The other \$25,000 went to the Armenian Community who did great work conducting mental health talk shows on the Armenian TV. • Hector added that such projects are necessary and beneficial for underrepresented communities such as ethnic minorities and the LGBTQ Community. Often marginalized communities do not get the opportunity to access mental health services. • Mirtala explained that the \$100,000 provided is for the development of Capacity Building Projects, which includes mental health promotion, education, and outreach; it cannot be utilized for direct mental health services. Mirtala reported that there is a greater demand for mental health services due to Capacity Building Projects; as a result we must ensure to have mental health services parallel to the demands of the communities. • Kim Farnham reported that her agencies Workforce Education Training Division had a meeting with LACDMH and the outcome was to secure funds to provide trainings for underrepresented ethnic groups, including LGBTQ population. She added that every year more progress is made towards increasing trainings and mental health services for the underrepresented ethnic populations. • Sermed Alkass reported that the Transition Age Youth (TAY) Division also has some funding through the Prevention and Early Intervention (PEI) program to
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launch mental health trainings. They are also developing a curriculum that allows for sustainability of services on an ongoing basis.

- Mirtala briefly reviewed the UREP Capacity Building Project Proposal Form. She specifically stated that the individual proposer must understand what the project is, what is the project purpose, what must be accomplished, the timeline of the project (i.e. is it a three month project, a one year project), what are some of the activities that the proposed project should have, how will it impact the community, why is it needed, how will it impact client enrolment rates, and how will it provide better services to the community.
- Mirtala reported that ISD awards the projects to the lowest bidder. Sometimes the lowest bidder is not always the best fit for the project and that is a reason why some projects are not successful.
- Sermed Alkass inquired about technological means of sustaining a social media project online.
- Mirtala reported that because the funds are usually one time specific, it is usually difficult to have online projects such as websites or apps, as additional funds are not provided on an ongoing basis to update the apps or the website. The budget allows the development of a resource app for the implementation of the project, but it cannot be maintained afterwards.
- Jeffrey reported that there are a lot of innovative websites. He inquired about the LACDMH website and stated that from a promotional standpoint it can be used as a hub for promoting mental health services to diverse communities in LA County.
- Mirtala reported that the LACDMH website is changing and expanding.
- Jeffrey reported that the LACDMH website can also be a hub for promoting

mental health services to the LGBTQ population. Individuals can be directed to that website to receive information about mental health services.

- Mirtala once again urged LGBTQ12 sub-committee members to submit their individual proposals. Each proposal will be presented, reviewed and voted on during the following meeting. Multiple proposals can be submitted.

- Mirtala and Anna thanked LGBTQ12's subcommittee members for participating in the meeting.

- Next LGBTQ subcommittee quarterly meeting might take place within the next 3 or 4 weeks...

Next Meeting





