

Los Angeles County Department of Mental Health
Strategic Communications Division
LGBTQIA2-S UsCC Subcommittee Meeting Minutes
Thursday October 1, 2020 2-4 pm

Welcome/Introductions

Present: Greg Wilson, Nicole Kristal, Bill Sive, Gustavo Velez, Kathryn Aguenza, Isaias Guzman, Terri Jay, Ana Bernal, Hector Ramirez, Johana Lozano, JavonTae Wilson, Renato Lira, Claire Kobren, David Haynik, Gerald Garth, Bianca Gallegos, Alexis Glenn, Live Salas, Alex Reynoso, Jamie Estrada, Alex Salazar, Maggie Fayez, Mary Mojica, Gabrielle Villa, Miguel Villegas, Sharon Chapman, Rebecca Gitlin,
DMH Admin: Kelly Wilkerson, Sandra Chang, Keacha Stewart, Jorge Partida Del Toro

Getting To Know You – Terri Jay shared her experiences becoming a Co-Chair and her work experience with the API and Native American communities. Terri thanks DMH staff and leadership for their support during her time as a Co-Chair

Membership Code of Conduct Co-Chair Greg Wilson read and reviewed the code of conduct with the members

Review of September 2020 Meeting Minutes
Meeting Minutes Approved

Developing Group Norms:

- Greg Wilson asked the members to discuss openly how they can develop group norms surrounding the code of conduct.
- Terri Jay suggested that everyone needs to be respectful towards one another, there needs to be healthy language and communication.
- Greg informed the members to contact DMH Staff when issues arise that they feel are disrespectful towards members and the Co-Chairs.
- Ana Bernal recommended the committee learn how to write an appropriate bio or introduction for co-chair elections, and that the roles and responsibilities, and the stipends for co-chairs be outlined.
- Bianca Gallegos suggested a third party organization be made available for members to express their issues or concerns.
- Johana Lozano suggested the committee agree to giving a member a first and second warning before putting them on mute for being disrespectful.
- Nicole Kristal suggested a policy be established when a member's conduct is attacking or disrespectful, the member should be muted or disconnected from the call.
- Terri recommended further steps such as allowing ample time before allowing that member back into the group, or not allowing them back.
- Jamie Estrada suggested a mission statement be added at the beginning of each meeting, and to create a separate space that deals with politics for the group.
- Dr. Jorge Partida assured the subcommittee that the Department of Mental Health is trying to create a welcoming and safe space for the clients and the individuals that are being served in the community. Dr. Partida asked the subcommittee to recognize the importance of our role as ambassadors and representatives of a population, this allows the department to create services that are culturally sensitive.
- Hector Ramirez suggested another type of resolution process for when disagreements arise.
- Bill Sive suggested creating an atmosphere of trust, mutual support, sharing each organizations approach to diverse communities. Bill also suggested

introducing the committee members and stakeholders to new ideas and new ways of serving their communities.

- Nicole suggested the group define what derogatory, demeaning, threatening or abusive comments are, so the group can be clear.
- Hector suggested taking into effect how language is used, specifically towards women, transgender individuals, and people of color.
- Ana suggested that new members familiarize themselves with the purpose/vision statement and become oriented to the work of the UsCC, a beginners tool kit or refresher course on a yearly basis for new members and existing members.
- Johana suggested creating a Google Doc where members can add their recommendations, or work on a living document and revise it during the monthly meetings.

Summary of Recommendations

- Create a supplemental attachment for the Code of Conduct that is specific to the LGBTQIA2-S UsCC subcommittee
- Start a google doc where we add our recommendations or start working on a living document
- Focus on “Person First”
- Look at effective communication
- Avoid silencing people
- Community Conferencing principles
 - Make sure everyone is invited to participate (Participation)
 - Ensure that all participants have an equal voice (Equality)
 - See to it that all viewpoints are fully discussed (Deliberation)
 - Prevent anyone from dominating the conversation. (Non-tyranny)
- Explore a process for members who feel wronged-restorative justice process
- Develop a system/procedure for grievances
 - Complaint about someone specific, this is the process
 - Identify a third party where folks can go to voice their concerns
 - First warning, second warning, then mute
 - Add trolling and doxing
 - Create a resolution process
- Develop mission/vision statement
 - Outline the goals for the group
 - Develop mission/vision statements-share at beginning of each meeting
 - Part of mission: this is a place for stakeholder engagement, not for therapy, share the DMH access line
 - Revisit mission/vision statements annually
 - Adding comment to UsCC purpose/vision being intentional, encourage an atmosphere of trust, mutual support and sharing in each other's organizations' approach to diverse communities, make a personal commitment to each other and to the community to acknowledge a responsibility to the community and make decisions by consensus, welcome all members of the LGBTQIA2-S community and encourage and support those who are differently abled and with an intergenerational approach so voices across all generations are heard. Encourage opportunities for networking our diverse organizations, introduce our committee members/stakeholders to new ideas and new ways of serving our communities.
- Develop orientation for new members including review of code of conduct, mission statements, vision statement
 - Process in place regarding co-chair elections (i.e. outline stipend, how to submit a bio/intro, roles/responsibilities)

Community Check In – The subcommittee members shared their experiences and issues they are facing during this pandemic.

- Greg shared that he feels isolated and segregated from the community, he feels alone mentally.
- Hector shared with the committee that the CAF has been reinstated.
- Nicole asked how can the committee create a safe space for folks to call out racism.
- Terri suggested the members should not discuss another member who is not present at the table that cannot defend themselves.
- Dr. Rebecca Gitlin shared with the committee that training has begun for clinicians who will provide services for trans and non-binary folks who are seeking access to gender affirming care in DMH.
- Dr. Chang provided a DMH update that the department is seeing more clients using telehealth services. The feedback from the consumers and family members has been positive, and overall they are satisfied with the services. Dr. Chang also shared the Department has improved surrounding technology and has explored new ways to of providing services and other gaps that are identified in terms of specific programs that were looked during the EQRO system review.
- Dr. Partida suggested this is a great time for the LGBTQIA2-S community to create an ambassador-like program. He recommended the subcommittee take advantage of the available funds that has been allocated for a mental health promoter program for the LGBTQIA2-S community. He suggested a planning meeting to further discuss this initiative and meet back with the larger group, as the money has to be spent by December 2020.
- Terri expressed her concerns regarding the two-spirit community, please include the two spirit community, who tends to be overlooked.
- Hector is also interested in funds for peers and the community, he wants to be included in any ad hoc meetings.
- Dr. Partida shared with the group that this funding is a specific board motion that is looking to expand the Promotores De Salud model, that has been used in the Latino community for years and they want to use a similar model and apply it to other culturally and linguistically diverse groups including the LGBTQIA2-S community. Dr. Partida asked the subcommittee to gather their community members, UsCC subcommittees, CCCs and stakeholders including the Promotoras and the speakers bureau to discuss on-boarding for December 2020.
- Terri recommended an ad hoc group be formed.
- Bill Sive shared that he is an education ambassador for the National Resource on LGBTQ+ Aging.
- Live Salas shared information about tool kits for parents, caregivers and service providers. It will be forwarded to Kelly Wilkerson to share.
- Ana shared regarding a workshop that was pushed back due to Covid. Ana will send information to Kelly Wilkerson to share with the members about the Queer Anthology, which is a poetry book written by community members.
- Johana shared that Project Return is in need of volunteers, a stipend is included. Johana also shared that the Black & African Heritage committee has support groups to end mortality rate within African American women.

Accountability Session: N/A

General Announcements/Questions: Dr. Sandra Chang invited everyone to the next CCC meeting on October 14, 2020. There will be presentations on the Microsoft Teams Tool guide. Please invite the stakeholders who want to learn how to utilize this technology.

Audio Recording of Meeting:

Meeting recordings are in the process of being uploaded to the DMH website: <https://dmh.lacounty.gov/about/mhsa/uscc/lgbtqi2-s-uscc/lgbtqi2-s-uscc-meeting-minutes/>

Upcoming Meetings:

November 5, 2020, 2-4pm: [Join Microsoft Teams Meeting](#) or call 323-776-6996, 999 073 485#

December: NO MEETING