

## LOS ANGELES COUNTY DEPARTMENT OF MENTAL HEALTH

### CULTURAL COMPETENCY COMMITTEE MEETING

**Date:** February 8, 2023

**Participants via Conference Call:**

Aaron Icedo, Guest; Angel Torrientes, Trinity Youth Services; Ann Lee, DMH; Anna Hernandez, DMH; Barbara Timmons, Creative Child; Bernice Mascher, CCC Co-Chair, Cultural Broker; Brent Popham, LACCC, CCC; Bruce Wheatley, Wheatley Institute; Cesar Gonzalez, Masada Homes; Christine De La Cruz, DMH ARDI-DEM; Connie Acosta-Castañeda, DMH; Elaine Waldman, DMH; Erica Melbourne, DMH; Gabriela Velasquez, Guest; Genesis Samuel, Guest; Guadalupe Aguilar, DMH, ARDI-DEM; Haydeh Fakhrabadi, DMH; Hector Ramirez, Access for All, UsCC Co-Chair; Helena Ditko, DMH; Hyun K. Lee, DMH, ARDI-DEM; Irma Velasquez, WOW Volunteer, CCC member; James McEwen, DMH; Jean Harris, Guest; Johana Lozano, CCC Co-Chair; Johanne Preciado, Didi Hirsch; Kimberly D'Amico, Guest; Lourdes Rabello, Guest; M.C. Harris, Guest; Maria Tan, Guest; Maritza LeBron, DMH; Martha Ortiz, Senior Community Health Worker, DMH; Martin Almanza, DMH; Mercedes Moreno, CCC Co-Chair; Michael A. Cook, DMH; Pamela Inaba, LACC, LA County ACCESS Ambassador, Cal Voices, CCC member; Roque Bucton, Disability Advocate Coordinator; Rosemary Stevens, SCHARP; Ruth Tiscareño, DMH; Ruth Wen, Guest; Sandra, Chang, DMH, ARDI-DEM; Sharmayn Shortt-Potts, DMH; Sylvia Gonzales-Youngblood, Community Health Worker, DMH, AI/AN UsCC; Tinisha Hutchinson-Nolan, Scholars First Academy; Wendy Cabil, BAH UsCC, CCC; Yue Hua, Xu (Vicky), Comm. Health Worker, DMH; Yuliana Juarez, DMH; Yvonne Miranda, Project Return Peer Support Network; 323-485-8893, 310-701-0292

Agenda Items	Comments/Discussion/Recommendations/Conclusions	Action Item	Person(s) Responsible
<b>Welcome &amp; Introductions</b>	Attendee introductions		CCC Co-Chairs
<b>Review of Minutes</b>	Review of January 2023 minutes. Dr. Chang briefly summarized last month's minutes. The minutes included the CCC Annual report, the follow-ups regarding CCC's work model, discussing the options of having a combination of featured presentations and workgroups or just focusing on one of the two		Dr. Sandra Chang, ESM, ARDI-DEM, DMH

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	<p>options. The workgroups discussed were the CTC workgroup and the ARDI workgroup from CY 2022. Presentations would be from key departments that are providing services that tap into one or multiple areas of cultural diversity. During the January 2023 meeting, there was a brief discussion on the inspirational words for the CCC. Also, there was an in-depth discussion on the CCC bylaws as they relate to the CCC 2023 co-chair nominations. During the nominations, there were five (5) members who were nominated. There were two updates during the meeting. One was the preparations for the 2023 Cultural Competence Plan report. The second update was regarding the name change of the Cultural Competency Unit (CCU), not the CCC. Discussions and brainstorming sessions were held with staff members who are part of the unit and based on those discussions, staff unanimously voted for Development, Engagement and Mobilization (DEM) unit.</p>		
<p><b>Decision to post only CCC minutes on website</b></p>	<p>Ms. Mascher shared with the membership the outcome of the request for posting CCC minutes online. She informed the membership that a decision was reached based on CCC discussions and voting results from the membership who has established voting privileges. Compelling feedback from members was reviewed in which they asked for meeting recordings not to be posted on line for the following reasons: 1) posting will make participants feel unsafe as the recording includes the pictures and names of participants, 2) this may impact attendance and also ease of sharing during meetings. Given that the monthly CCC minutes are very detailed on every aspect of each meeting to the degree of anyone not familiar with the meeting being able to follow exactly what was discussed and agreed upon only minutes will be posted on the CCC website.</p>		<p>Bernice Mascher, CCC Co-Chair</p>
<p><b><u>Welcome Remarks</u></b></p>	<p>The CCC Co-chairs welcomed and thanked the membership for joining the monthly CCC meeting. They added they are looking forward to informative presentations and collaborations for this CY 2023. The co-chairs added that they hope the meeting space feels as safe as possible for everyone to share their points of view. They encouraged the membership who were not able to</p>		<p>Johana Lozano, CCC Co-Chair Bernice Mascher, CCC Co-Chair</p>

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<i>Land Acknowledgement</i>	<p>share their recommendations or comments during the meeting, to send these to Guadalupe at <a href="mailto:GaAguilar@dmh.lacounty.gov">GaAguilar@dmh.lacounty.gov</a></p> <p>Shannon Rivers provided the land acknowledgement. He acknowledged that we are on the Gabrielino Shoshone Tongva territory in Los Angeles. He added that we are all foreigners to this territory and to further understand our place in history, land acknowledgements do not exist in the past tense or historical context. "Colonization is a current ongoing process and we need to build our mindfulness of our present participation in the colonization of indigenous peoples. The reason it is so important for me as the co-chair for the American Indian/Alaska Native UsCC committee, is that for all of us to understand our relationship. That even myself as a tribal member, as a community member of the Hila River Indian community in Arizona and a tribal member of the Akamono Nation, I am a settler in Los Angeles." In addition, he stated it is important for DMH and all communities to understand our relationship and ongoing erasure of Indigenous peoples, especially those who came to call Los Angeles their home.</p>		Shannon Rivers, AI/AN UsCC Co-Chair, DMH
<b>CCC Co-Chair Elections Update</b>	Dr. Chang shared with the membership that members due to low rate of responses received from members who have voting privileges, the election period will be extended. Election results will be presented at next meeting.	Ms. Aguilar has resent the CCC ballot for Co-Chair nominations. Announcement of Co-chairs will be made at next month's meeting	Dr. Sandra Chang, ESM, ARDI-DEM, DMH
<b>Painted Brain</b>	<ul style="list-style-type: none"> <li>Mr. Alas Bucton introduced himself as the Disability Advocate Coordinator for Painted Brain. Painted Brain is partnering with the California Association of Mental Health Peer Run Organizations (CAMHPRO), conducting a series of listening sessions focusing on grass roots community advocacy. These listening sessions will lead to a regional summit to be held in Los Angeles, CA. Policy makers will be invited to help the community understand how to get engaged in advocacy. Once the</li> </ul>		Roque Alas Bucton, Disability Advocate Coordinator

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	<p>regional summit has been completed, Painted Brain will be hosting a state-wide conference in Sacramento in partnership with other counties throughout the state. With the listening sessions, community participants can learn what advocacy is, how to do it, and to hear from various policy makers on how they interact with all communities, and most importantly how they collect feedback and how they use that feedback.</p> <ul style="list-style-type: none"> <li>• Mr. Alas Bucton added that there is always a learning curve to learning how to advocate for a specific community, or even to advocate for oneself. From personal experience, he attended meetings like the CCC or the Mental Health Commission (MHC) meetings, listened and tried to figure it out. There was no instruction on how to advocate for specific communities, let alone for yourself. The listening sessions will be held throughout the month of March and there will be sessions for the Black and African American, Disabilities, Asian Pacific Islander, Latino(X), and the Senior Adult communities. Mr. Alas Bucton invited everyone to attend.</li> </ul> <p><b><u>CCC feedback</u></b></p> <ul style="list-style-type: none"> <li>• A member asked if these listening sessions will be translated into Spanish or other languages. She also asked if members with disabilities can request the meeting to have American Sign Language (ASL) available for example. She also added that for many community members it is difficult for them to navigate technology, it is difficult for many to be active participants in these and other meetings due to shyness or fear that their image will be captured, especially for fear that these and other sessions may be shared with Immigration authorities. <ul style="list-style-type: none"> <li>o Mr. Alas Bucton said this is the kind of feedback they are looking for in the listening sessions. He also stated that it is important to have facilitators available to assist participants with technology, who may have difficulties with technology. All of these questions and issues are valid and Painted Brain hopes to capture all this information to be shared with Policy makers.</li> </ul> </li> </ul>		

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<p><b><u>CCC 2023 Workplan</u></b></p>	<p><b><u>Follow-ups on the CCC 2023 Workplan</u></b></p> <ul style="list-style-type: none"> <li>Ms. Mascher opened the discussion regarding the 2023 workgroups reminding members that in last month's meeting, the membership recommended a workgroup on homelessness. In addition, last year the two workgroups were the Anti-Racism, Diversity and Inclusion (ARDI) workgroup and the Cultural Traditions &amp; Connections (CTC) blog. She added that the discussion will include discussions on the types of presentations the CCC are interested in. It is important for the membership to make these decisions together. Ms. Mascher opened the floor to the participants to give their input. One of the recommendations made last month was to have a representative from the Housing Authority or Section 8 come to one of the CCC meetings to discuss the requirements for Section 8 low-income housing.</li> </ul> <p><b><u>CCC feedback</u></b></p> <ul style="list-style-type: none"> <li>A member added not only affordable housing is important, mental health services for clients and consumers is essential. She recommended semi-independent community living, where consumers live in apartments and have other consumers as their roommates. She added that she lived in one of these apartments many years ago and she liked the living situation in that although they may have had different points of view, they shared many similarities in terms of mental health issues. Overall, this was a very rewarding experience for her.</li> <li>Another member said that consumers have varying levels of recovery and her personal experience, it was difficult for her at that time to have a roommate who had their own mental health issues. She found this to be retraumatizing for her as she was beginning to recover from being homeless and a victim of domestic violence. This housing situation did not help in her process of recovery and healing. She would rather advocate for low-income apartments, or houses with other consumers there but with one's own room</li> </ul>		<p>CCC Co-Chairs</p>

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	<ul style="list-style-type: none"> <li>A member recommended having “life coaches” available as the city builds affordable housing and that these life coaches be trained in assisting clients with mental health needs, where they can develop something similar to a 12-step program, i.e., how to live with others, anger management classes, building one’s self-esteem, etc.</li> </ul> <p><b><u>CCC Inspirational Words CY 2023</u></b></p> <ul style="list-style-type: none"> <li>The CCC membership continued to provide additional words to carry the CCC for CY 2023. There was no final vote as to the selection of the words. The additional recommendations: Empowerment, hope, strength, persistence, supportive, faith, resiliency, question authority, determination, discovery in the journey, equity, and passion. The membership decided to table this discussion to next month’s meeting and identify the inspirational words that will carry the CCC for CY 2023.</li> </ul>		
Feature Presentation	<p><b><u>Bolstering Communication with all service areas/communities and participation in the stakeholder process</u></b></p> <ul style="list-style-type: none"> <li>Dr. Darlesh Horn, introduced herself to the membership as the Chief for the Mental Health Services Act (MHSA) Division. She will be coming to the meetings from time to time to get feedback as it relates to MHSA activities including funding, services and supports that are being funded. MHSA is working on reinvigorating the stakeholder groups. This process was under the umbrella of YourDMH. YourDMH includes the CLTs, the SALTs and the UsCCs. This was the former stakeholder body that was giving input into the processes for the last four-to-five years. This process was established under Dr. Sherin’s direction. YourDMH was successful in many ways however, they did see where the framework did not necessarily include all stakeholder groups. She added they are in the process of expanding the stakeholder process by adding other groups to the formal stakeholder outside of the CLT, SALT, and the UsCCs by bringing in the Commission, Health Neighborhoods, Peer Advisory Councils and bringing in the CCC, including the access to care groups who care for people with disabilities. In addition, they are looking at how to empower all the</li> </ul>		Dr. Darlesh Horn, DPA, Division Chief, DMH

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	<p>stakeholder groups once they are seated at the table. She encouraged the membership to provide their input, give their feedback and recommendations. She encouraged the membership to be the representatives of the communities and the areas they are there to be a voice for. Dr. Horn said posed the following questions for the membership:</p> <ol style="list-style-type: none"> <li>1) What community outreach, engagement and navigation activities are you currently doing in your service area?</li> <li>2) Are those activities working well?</li> <li>3) Are there challenges or gaps?</li> <li>4) What are some activities you would like to engage in to better serve the communities for which you provide outreach?</li> </ol> <ul style="list-style-type: none"> <li>• Dr. Horn said they are looking for dialogue on how to make the stakeholder process more inclusive, more robust to include everyone. She will continue to share when the next stakeholder meetings will be as well as the revitalization and timeline</li> </ul> <p><b><u>CCC feedback</u></b></p> <p>A member asked Dr. Horn to clarify what she meant by “coming together to stakeholder meetings? Previously, there was the SLT which included stakeholders representing different partners with DMH yet many peers and other stakeholders felt left out. Then from the SLT it became YourDMH which was focused on geographic areas. She asked Dr. Horn to clarify the revamping the stakeholder process.</p> <ul style="list-style-type: none"> <li>○ Dr. Horn thanked the member for her question and responded that the SLT had more representation from DMH as it included providers. During this time, they realized they needed more consumer voices, more family members and one of the critiques was that the voice of consumers was not there and from there the SLT became YourDMH. YourDMH was focused on the service area consumers represented and included consumers representing the UsCCs. However, the shortcoming of YourDMH was that it excluded many other stakeholder groups. Currently, MHSA is looking at the lessons learned from that past history and to effectively revitalize the stakeholder process. Both</li> </ul>		

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	<p>the SLT and YourDMH fell short of the expected outcome so now the question is “how does MHSA move forward with all stakeholder groups?” This is why she has been going and presenting to all of the different groups to discuss these efforts and most importantly, to get the feedback and input from everyone.</p> <ul style="list-style-type: none"> <li>• Another member recommended for DMH to not only listen to community members rather put those recommendations into practice. From her personal experience, she has shown up for meetings, provided feedback and recommendations. However, MHSA or DMH moves in another direction. For her, this has been very discouraging. <ul style="list-style-type: none"> <li>o Dr. Horn thanked her for her feedback and added that this is where MHSA has sponsored retreats and held several meetings where they are trying to change the process. She understands that the voice of all stakeholders is what is really needed. With the new focus of the MHSA process, the aim is on including the voice of all stakeholders in this revitalization effort. The end goal is to partner and co-create together as to what will work best for everyone, with a shared understanding of how to engage, share ideas and ultimately to cocreate the MHSA system and move it forward.</li> </ul> </li> <li>• A member added that she has seen several announcements by way of social media regarding other organizations having stakeholder meetings and she asked if this is something she can share with her meetings. She will be participating in an upcoming CLT meeting and she recommended more time for participants to share and provide feedback. Currently in her meetings, they provide ten (10) minutes of stakeholder business and thirty (30) minutes for stakeholder community input. She invited the membership to join their next meeting. She asked Dr. Horn how MHSA plans to work with the input from the community in terms of following up with those recommendations. <ul style="list-style-type: none"> <li>o Dr. Horn commented she is taking notes regarding all the feedback being provided. She welcomed everyone to send her an email if they did not have an opportunity during the meeting to provide</li> </ul> </li> </ul>		

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	<p>recommendations. It is important to have everyone included like the Los Angeles Client Coalition (LACCC) as they are often left out. She added that this new revitalized effort is somewhere between the SLT and YourDMH and what entails is to have everyone there at the table, particularly stakeholder groups that have been left out. She asked the membership for their help in getting the community to participate, in outreach and engagement activities, to talk about the successes and challenges of getting people to be part of the process. Dr. Horn will be taking all of the recommendations received to the Program Deputies so that a plan can be developed on how DMH can best put those recommendations into action.</p> <ul style="list-style-type: none"> <li>• A member recommended looking for solutions to the crisis in housing. She represents SA 2 in San Fernando Valley and it is heartbreaking to see so many people living in tents, mothers living in their cars with their children</li> <li>• Another member thanked Dr. Horn for coming to the CCC meeting. She said this is what is needed in terms of the community getting to know who the DMH leadership is and in turn for the leadership to engage one-on-one with the community. Often the community does not know who the officials are let alone what they look like and having Dr. Horn present makes a difference. She has been working for her community for the past twenty (20) years as a single parent. She started as a volunteer and has come a long way. At one point, she was homeless but is now going back to school and is now working for DMH. She is passionate about helping her community but sometimes feels discouraged in terms of all the issues that she continues to see in her community, and then share recommendations in meetings and yet year after year, nothing changes. She was very grateful to have Dr. Horn present at the meeting and said this is a first step towards to not only reaching all of the stakeholder groups but also towards a partnership of putting those recommendations into practice.</li> </ul>		

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<b>Black History Month</b>	<ul style="list-style-type: none"> <li>• Dr. Chang led the CCC members in a special acknowledgement of Black History Month. The members first watched the “I Have a Dream” speech by Dr. Martin Luther King Jr., dated August 28, 1963</li> <li>• The membership said the video was very powerful and touching. Other participants commented that Dr. King’s speech is still pertinent and timeless today.</li> <li>• Technical support for video was provided by Kelly Wilkerson, LCSW, ARDI-DEM, DMH.</li> </ul>		Dr. Sandra Chang, ARDI-DEM
<i>Labor Acknowledgement</i>	<p><b>We must acknowledge</b> that much of what we know of this country today, including its culture, economic growth and development throughout history and across time has been made possible by the labor of enslaved Africans and their descendants who suffered the horror of transatlantic trafficking of their people, chattel slavery and Jim Crow.</p> <p><b>We are indebted</b> to their labor and their sacrifice, and we must acknowledge the tremors of violence throughout the generations and the resulting impact that can be felt and witnessed today.</p> <p><b>Source: Diverse Issues in Higher Education</b>  <a href="http://www.diverseeducation.com">www.diverseeducation.com</a></p>		•Bernice Mascher, CCC Co-Chair
<b>Announcements</b>	<ul style="list-style-type: none"> <li>• SALT 7 meeting, February 10, 2023, 10:00-12:00 pm, virtual meeting,  <b>Virtual Conference:</b>  <a href="#">Join Meeting via MS Teams</a>  <b>Call In Information:</b>  English: (323) 776-6996, access code 350 434 600#  Spanish: (888) 204-5987, código de acceso 9488276#</li> <li>• Drum Circle – Martin Luther King Jr. Hospital campus, February 22, 2023 at 1:00 pm, 1680 East120th St., Los Angeles, CA 90059</li> </ul>		Membership

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	<ul style="list-style-type: none"> <li>The California Endowment, “Black Prophetic Fire” An Evening of Philosophy, Politics, and Culture with Dr. Cornell West. A virtual event,  Please <a href="#">Click Here</a> to join the webinar on February 27 at 5:30 PM PT Passcode: TCE23</li> </ul>		

Respectfully Submitted,

*Sandra T. Chang, Ph.D.*

Los Angeles County Department of Mental Health  
 Cultural Competency Program Manager  
 Anti-Racism, Diversity and Inclusion (ARDI) Division  
 Cultural Competency Unit Manager  
 Ethnic Services Manager