

LOS ANGELES COUNTY DEPARTMENT OF MENTAL HEALTH

CULTURAL COMPETENCY COMMITTEE MEETING

Date: January 11, 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; Connie Acosta-Castañeda, DMH; Elaine Waldman, DMH; Erica Melbourne, DMH; Gabriela Velasquez, Guest; Genesis Samuell, Guest; Guadalupe Aguilar, DMH, ARDI-CCU; Haydeh Fakhrabadi, DMH; Hector Ramirez, Access for All, UsCC Co-Chair; Helena Ditko, DMH; Hyun K. Lee, DMH, ARDI-CCU; 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, DMH; Sreyneath Neou, Comm. Health Worker, DMH; 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
Welcome & Introductions	Attendee introductions		CCC Co-Chairs
Review of Minutes	Review of January 2023 minutes (per CCC membership)		CCC Co-Chairs
<u>Welcome Remarks</u>	The CCC Co-chairs welcomed the membership to its first convening meeting for Calendar Year (CY) 2023 and wished everyone a happy New Year. They	.	Johana Lozano, CCC Co-Chair

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<i>Land Acknowledgement</i>	<p>said they are looking forward to collaborating and working on new projects or to continue to work on the workgroups from CY 2022 with the membership.</p> <p>Sylvia Gonzales-Youngblood provided information on the importance of the land acknowledgement. She added that it acknowledges the ancestors who were here before us and the tribes that are still here. It is important to remember their history, culture, legacy and presence so that it does not get erased. She shared that she is an Ohlone Mission Indian. Her grandmother was born into the California Mission system. In her land acknowledgement, Ms. Gonzales-Youngblood thanked and acknowledged the Tongva and Chumash nations. She summarized by honoring ancestors and descendants present today and all relatives past, present and future.</p>		<p>Bernice Mascher, CCC Co-Chair</p> <p>Sylvia Gonzales-Youngblood, AI/AN UsCC Co-Chair, DMH</p>
CCC Annual Report follow-ups	<p><u>CCC 2023 Workplan</u></p> <ul style="list-style-type: none"> • CCC Co-Chair Ms. Mascher presented past workplan structure for the CCC: 1) focus on workgroups for the Calendar Year (CY) 2023, 2) or presentations or 3) a combination of both. In previous years, the membership has focused on only workgroups and in some years, it has only been presentations. In CY 2022, there were two workgroups, the Anti-Racism, Diversity and Inclusion (ARDI) Workgroup as well as the Cultural Traditions & Connections (CTC) Workgroup. She opened the floor for discussion among the membership. • CCC Co-Chair Ms. Lozano added that the membership can also consider other options for the CCC to focus on for CY 2023. She continued by stating that last year, there were various areas of concern in terms of the United Mental Health Promoters (UMHP) as well as the CCC implementing the Land and Labor acknowledgements. She asked the membership if they are interested in specific topics for presentations, if so, what are those topics, what does the CCC want to learn about? 		<p>Dr. Sandra Chang, ESM, ARDI-CCU, DMH</p>

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	<p><u>CCC Feedback</u></p> <ul style="list-style-type: none"> • A member commented that she would like DMH to offer more trainings as it relates to mental health, PTSD, bipolar, information on medications, meditation practices, including teaching crafts such as knitting as a way of healing <ul style="list-style-type: none"> ○ CCC Co-Chair Ms. Mascher added that these topics might be great topics for the Speakers Bureau (SB) Multicultural Community Conference, held at the end of the year. She also asked the membership to think about how they would like to prioritize these topics. Does the membership want to focus on one or two of these topics to focus for CY 2023? We can invite DMH staff or other presenters well versed in these topics • A member said he would like the CCC to focus on population health, more efforts from DMH to collaborate with consumers and the community in the areas of prevention • Another member recommended that DMH go out into the communities it represents to do outreach in nonconventional areas, for example, outside of supermarkets, in farmers markets, etc. Far too often, consumers tend to only find out about the services DMH offers, when they are in crisis seeking services. Another area that DMH needs to work on, is to have a task force available, reviewing and investigating online chat boards or other social media platforms that are promoting hate towards the homeless population and consumers with mental health issues. • Various United Mental Health Promoters (UMHP) in the meeting recommended that DMH provide more trainings and to have resources available for Transition Age Youth (TAY). The UMHP added that they have limited supplies to assist the TAY population, including schools where they conduct presentations. the Promoters also stated they would like to conduct presentations based on quality and not quantity. The 		

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	<p>UMHPs would like to be provided with enough materials and supplies needed when they are doing outreach out in the community.</p> <ul style="list-style-type: none"> ○ Dr. Chang commented that all the topics mentioned earlier, can be notated as topics to be considered for the SB Conference in 2023. She added that all the recommendations made, can be used to invite the SB members to request presentations on those subjects, including clinical topics of interest. Regarding the recommendations made by the UMHPs, Dr. Chang thanked the members for providing such rich ideas and encouraged the Promotoras to share their ideas with their direct supervisors, in particular the needs they have in terms of trainings and supplies to adequately conduct their presentations. ● A member recommended that the Board of Supervisors (BOS) support the CCC and offer informed trainings on the Mental Health Services Act (MHSA). Also of importance, is an understanding and compliance of the bylaws that have been in place to accurately disclose all information in meeting minutes, be always transparent, and most importantly making information accessible to all communities. She would like to see the CCC address the barriers that the Black community is facing/has faced in the stakeholder process but, as it relates to homelessness <ul style="list-style-type: none"> ○ Ms. Mascher thanked the member for her comments. She shared with the membership regarding the ongoing discussions on the land and labor acknowledgements, she said that these discussions will be ongoing within the CCC. There have been rich discussions about the land/labor acknowledgements and there will be an opportunity to continue this dialogue as well as providing the CCC with another presentation. ● Ms. Mascher spoke about the two workgroups the CCC implemented in CY 2023: the Anti-Racism, Diversity and Inclusion (ARDI) workgroup as well as the Cultural Traditions & Connections (CTC) workgroup. The CTC 		

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	<p>workgroup continues to gather articles from the membership and from the community. The CTC blog accepts content on any topic, including sharing about one’s lived experience, poems, photographs, a childhood memory, etc. The great thing about the blog is there is no page limit, and it is a great way to learn about different cultures and from each other. Currently the workgroup is still collecting content before the deadline of January 17, 2023.</p> <ul style="list-style-type: none"> • A member said that he has commented in the past, that community members who are submitting content to the CTC blog, should be paid to do so. He added that this is a form of disability abuse, particularly since many come from marginalized communities. <ul style="list-style-type: none"> ○ <u>Dr. Chang responded that this request will be presented to the new DMH executive management and stakeholder process. In the past, this recommendation was not approved by the previous leadership.</u> 		
<p>CCC Inspirational Words for 2023</p>	<ul style="list-style-type: none"> • Ms. Aguilar read the inspirational words collected from the December 2022 meeting. Ms. Mascher said that if the membership is not ready to vote on one or two words, then this topic can be an ongoing discussion and moved to the February 2023 meeting. She suggested the membership consider consolidating two-to-three words to carry the CCC for CY 2023. Other comments from members, resilience encompasses all age and life experiences. Resilience does not just look at the mental health aspect but also focuses on the COVID-19 pandemic and how it has affected all communities. 		<p>Guadalupe Aguilar, DMH</p>
<p>Break:</p>	<ul style="list-style-type: none"> • Song “Fall on Me” – Andrea Bocelli and son Matteo Bocelli CCC membership enjoyed the song, some stated it was moving and beautiful, fantastic 		

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<i>Labor Acknowledgement</i>	<p>We must acknowledge 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>We are indebted 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>Source: Diverse Issues in Higher Education www.diverseeducation.com</p>		<ul style="list-style-type: none"> •Bernice Mascher, CCC Co-Chair
CCC Co-Chair nominations	<p><u>CCC Co-Chair nominations</u></p> <ul style="list-style-type: none"> • Dr. Chang opened her remarks by thanking the CCC Co-Chairs, Ms. Bernice Mascher, Ms. Johana Lozano and Ms. Mercedes Moreno for all their outstanding work, leadership, dedication, commitment, and passion which they brought into the committee and the meetings during CY 2022. She opened the floor and invited the membership to nominate or self-nominate themselves for CY 2023. She also pointed out that in 2022, it was the CCC’s first time implementing an alternate co-chair. Having an alternate co-chair helped to build leadership within the committee and inspire members who are knowledgeable about the work of the CCC to consider the possibility to take on a leadership position. <p><u>CCC Bylaws</u></p> <ul style="list-style-type: none"> • Dr. Chang commented that as the membership considers the nominations for CY 2023, it is important to revisit the CCC bylaws. She briefly reviewed the by-laws starting with mission and advisory role of the committee. The CCC aims to have a balanced membership 		Dr. Sandra Chang, ESM, ARDI-DEM, DMH

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	<p>representing the community at large and bringing in participation from different sectors of the Department; esteemed stakeholder groups, all walks of life, and different aspects of cultural and linguistic diversity, not only racial and ethnic but all age groups, intergenerational diversity, language, gender identity, sexual orientation, spiritual religious affiliations, physical cognitive abilities, and disabilities.</p> <p>Highlights from CCC Bylaws</p> <ul style="list-style-type: none"> • All CCC meetings are open to the community and as such the CCC encourages the participation of all stakeholder groups, consumers, family members, peers, advocates, and staff from Directly Operated (DO) and Contract Providers. • The term community members includes cultural brokers, non-mental health community-based organizations inclusive of faith-based organizations; churches and organizations that are centered around different forms of spirituality; Stakeholder groups includes consumer-driven groups and coalitions. • Voting privileges: all members who attend a minimum of 50% of all CCC meetings, are considered members with voting privileges. For example, there is voting on CCC motions and decisions and actions that require such voting in between meetings. Members with voting privileges will be contacted via email and by phone in order to gather their input for the particular motions that require voting. Members commit to one year of membership to the CCC when accepting voting privileges. This includes participating in decision-making processes of the committee in order for the CCC to accomplish its goals. • Role of Co-Chairs. Co-chairs serve a one-year term with the possibility of reelection. Historically, there have been two co-chairs representing the CCC but for CY 2022 we included a third co-chair. Co-chairs represent different walks of life and different cultural backgrounds. 		

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	<p>Elected co-chairs agree to participate and attend CCC monthly meetings, CCC and ARDI Division planning meetings, UsCC and CCC leadership group meetings, Departmental System Leadership meetings, and CCC workgroup, ad hoc and other meetings as needed to carry out the work of the committee. In terms of accountability, co-chairs and the membership are welcome to attend all of the public meetings and in so doing, are expected to abide by the code of conduct. At least one co-chair should be present at all of the CCC meetings and in the event that one of the co-chairs is not able to attend, the other co-chairs and the CCC liaisons need to be notified. Co-chairs from other LACDMH stakeholder groups cannot concurrently serve as CCC co-chairs and vice versa to avoid conflict of interest given that the CCC advocates for the needs of all cultural groups. CCC Co-chairs represent the voice of the committee at all times and are expected to remain unbiased in their recommendations and decision making.</p> <ul style="list-style-type: none"> • Dr. Chang also reviewed the role of CCC liaisons in supporting the meetings, committee workgroups and activities, following up on requests and recommendations identified during meetings. Examples include provide administrative support and technical assistance for all of the activities of the CCC, that includes the monthly meetings, preparation of the meeting agendas, preparing detailed monthly minutes, developing announcements and flyers for the meetings, making sure they are disseminated to all the stakeholder groups, partner organizations, and membership. Liaisons assist in coordinating internal and external presentations. They ensure distribution of background documents that will be needed for each meeting, to all the CCC membership. Liaisons participate in leadership planning meetings in order to coordinate special events like the Bebe 		

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	<p>Moore Campbell feature presentation mentioned earlier. Liaisons also assist in the coordination of language assistance services requested by the membership. This includes interpreter services, sign language, close-captioning, etc. Liaisons support the onboarding of new CCC elected co-chairs. Liaisons also track attendance during the monthly meetings, which helps establish members with voting rights. Liaisons work on the CCC annual report which includes membership demographical information, committee accomplishments and activities, and provides administrative support to the CCC workgroups and meetings. Liaisons also send out announcements and information received</p> <p><u>CCC Feedback</u></p> <ul style="list-style-type: none"> • A member recommended that the CCC consider changing the 50% attendance required to 25% participation attendance. The 50% requirement was set prior to the COVID-19 pandemic. Given that many in the community have had issues with connecting by way of Microsoft Teams, he is recommending the 25% minimum at all of the stakeholder meetings he is attending • Another member asked whether the workgroups can only be led by the CCC co-chairs? She recommended that members who decide to serve in this leadership capacity be provided with a stipend. This member also added that she would like for the CCC to do a yearly recognition of Bebe Moore during the month of July which is National Minority Mental Health awareness month <ul style="list-style-type: none"> ○ Dr. Chang replied that at the time workshops convene for the first time, they discuss and identify a leader, note taker, and workgroup goals and activities. This means any member can lead the workgroups. In fact, there is a charter form that needs to be 		

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	<p>completed by the workgroups as they begin to meet and decide how they will operate. This process is an invitation for members of the community who are interested and can commit to that leadership role of the workgroup.</p> <ul style="list-style-type: none"> • A member recommended having a “President-elect” or co-chair who has already been voted in the prior year and are getting ready to serve for the following year. This will give the “president-elect” a whole year to learn the role and responsibilities from the current co-chairs. She also likes the idea of having a mentorship program offered to the community, who may be interested in leadership roles in the UsCCs and other stakeholder groups • Another member asked how long will the nominations of the co-chairs be opened? • Dr. Chang shared that the discussion for nominations of the CCC co-chairs is now open and will be open for another two weeks and invited members to email the liaison in case additional nominations come up in the next two weeks. Afterwards, the liaison will prepare the ballot and send it to members with voting rights. • The following members were nominated for the position of CCC co-chair <ul style="list-style-type: none"> • Pamela Inaba • Bernice Mascher • Mercedes Moreno • Johana Lozano • Wendy Cabil • Dr. Chang asked nominees present whether they would accept the nomination or respond after taking time to consider it. • A member asked if there were caps to the number of years a co-chair can serve? He recommended that the CCC consider placing caps on 	<p>Dr. Chang asked the membership to follow-up with an email to Ms.</p>	

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	<p>the number of years a member can serve as a co-chair. The other UsCCs have implemented caps to the number of years a member can serve. Members can serve two consecutive terms, take one term year off, and then come back the following year. This allows for the leadership to be rotated.</p> <ul style="list-style-type: none"> ○ Dr. Chang thanked the member for his recommendation and replied that in the CCC bylaws state there are no caps to the number of years a co-chair can serve ○ Dr. Chang said that those areas will be revisited including a stipend for participants who contribute to the CTC blog. The CCC previous leadership made those efforts to secure a stipend but could not make that happen ● Another member agreed with the previous comments from the CCC member in terms of the CCC receiving funding for capacity-building projects. The CCC has its own specific needs and vision and with funding from MHSA, it could help the CCC contribute projects that benefit the community, stakeholders, and the whole system. 	<p>Aguilar with any additional nominations for consideration of the CCC Co-Chair position</p>	
<p>ESM Update</p>	<p>1. 2023 LACDMH Cultural Competence Plan (CCP) report</p> <ul style="list-style-type: none"> ● Dr. Chang announced that the unit will begin to work on the CY 2023 next month. She invited the membership to be part of the 2023 Cultural Competence Plan Construction. Featured in the CCP is the wonderful work of the UsCCs, the Service Area Leadership Teams (SALT) and the CCC. Dr. Chang proposed dedicating one of the CCC meetings to working on the CCP, to look at the current requirements, and provide input from the membership in terms of content that would be important to highlight. <p>2. She also informed the membership that the State is currently reviewing the requirements for the CCP and once these</p>		

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	<p>requirements are finalized, she will bring the new requirements to the CCC.</p> <p>3. Last for today given the time constraints that we have, the unit is now part of the ARDI Division and again that stands for Anti-Racism Diversity and Inclusion Division. The unit is focusing on the different teams it has in the division and the functions that the unit plays. The CCU has been involved in providing trainings, in facilitating, coordinating language assistance groups and ASL services at the clinics, also supporting the work of the Speakers Bureau out in the community for different cultures and different languages via the multicultural community conference that we are putting together for DMH through the speakers bureau that just happened last month and so forth. We are looking at a name change to the unit. These are discussions we had talked about within the CCC. So, we looked at the functions we play within our division and instead of the cultural competency unit, we are now the Development Engagement and Mobilization unit. Our acronym is DEM. Dr. Chang informed the membership that this is the new identity that the unit is adopting within the department. The functions continue to be the same plus more under the division including addressing the antiracism diversity and inclusion. She wanted to share that if the membership starts seeing DEM on the agendas and minutes and so forth, it is still the unit with a new identity based on the function that the unit plays within the ARDI Division. In order to not repeat the name of the division, the focus is to have team names to be reflective of those functions. The Unit name that was selected by the staff working in the team looked at the current functions of the unit, where it is headed, and voted internally to change the name of the unit to Development, Engagement and Mobilization (DEM) unit. She added that the name change being</p>		

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	<p>brought to the CCC is an opportunity to hear members comments about it.</p> <p><u>CCC Feedback</u></p> <ul style="list-style-type: none"> • A member asked if the change of the name was brought to the membership. She further added that there is a disconnect at least to her understanding in terms of MHSA. As community stakeholders they have a right to be involved in the planning and evaluation of the DMH programs and services they receive from the Department <ul style="list-style-type: none"> ○ Dr. Chang stated that the Unit revisited all of this information that had previously been gathered including feedback received, and the unit applied it to the decision to change the name of the unit. Dr. Chang added that the unit looks at all of the discussion and research and recommendations from the past. The name “Cultural Competency Unit” was not liked by many and led the committee to forming a workgroup that looked at research into possible terms related to cultural competence. She also stated that there needs to be a place for the voice of the persons who will be doing the actual work within the unit to also be taken into consideration. The discussions about the unit’s name change started with them. Dr. Chang said that the CCU name change has been a topic of conversation the membership has had in the past. In fact, Ms. Mascher and Mr. Sunnie were involved in these conversations. Now that the unit is part of the Anti-Racism, Diversity and Inclusion (ARDI) Division, the unit’s name change will reflect the functions of the unit is involved in within the System of Care in the areas previously mentioned (Speakers Bureau, Language Assistance Services including ASL clinical appointment scheduling, cultural competence trainings, annual Cultural Competence Plan report, 		

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	responding to cultural competence requirements during the system review.		
Announcements	<ul style="list-style-type: none"> Community Leadership Team (CLT) stakeholder sessions to provide input on the MHSA Annual Update for fiscal year 2023-2024. These sessions will be open to the public and will be in-person at St. Anne's Conference Center, 155 N. Occidental Blvd., Los Angeles, CA 90026. Friday, January 20th, 9-12 pm, MHSA Foundation Information, Monday, January 23rd, 9-12 pm, DMH Recommendations, Tuesday, January 31st, DMH Recommendations, Friday, February 17th, 9-12 pm, Stakeholder Proposals, Tuesday, February 21st, 9-12 pm, Consensus Building 		Membership

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