

Placer READI Committee

Race, Equity, Access, Diversity, and Inclusion

January 10, 2023 – Minutes

Zoom Meeting 10:30AM - 12:00PM

Zoom Link: <https://placer-ca-gov.zoom.us/j/92566276929?pwd=amFHbzcwNjgxUTIKMzVjVmJSWnNaUT09>

Introductions & Announcements

Introductions –

New members: Donna Trumbo - AAPI Placer a non-profit organization; Tanya Fontenot - VP of Community Mental Health and Programs for Wayfinder Family Services, formerly known as Lilliput Family services; Shannon Catanella – Placer resident and advocate.

- Approved 01-10-23 READI meeting minutes.

Committee Member & Provider Announcements:

- Sue discussed the new cultural and linguistic competency requirements expected to be coming down from the state. It has been over 10 years since the state provided guidance for counties on their Cultural and Linguistic Competency plans. The new requirements will be shared with the committee once they are released. Placer County submits a yearly update to its 2010 Cultural and Linguistic Competency plan to the state.
- Twiana announced the 5th Annual Placer County MLK Jr. Day, Monday, January 16th 9:00 a.m. to 12 p.m. at the Johnson Springview Park in Rocklin. The event is co-chaired with Shannon Catanella and Donna Trumbo, the theme for this year is Rising Above in Love, Truth, and Goodness. For more information contact: <https://www.seemychild.org/placer-mlk-day>.
- Donna announced the upcoming historical and multicultural event in Rocklin, will be partnered with the City of Rocklin for their civic celebration event scheduled for April 22nd. Individuals interested in having a booth, contact Donna Trumbo at donnatrumbo3@gmail.com, timeframe for programming and booths will probably be run from 2:00 to 6:00, followed with food trucks and the city's planned fireworks and food trucks.
- Alicia shared PCOE's Human Resource Department has implemented a stipend for all staff within the agency who are bilingual, the HR department now acknowledges being bilingual as a skill and as of December 2022, all staff who are bilingual and can prove they are bilingual, will receive an additional stipend.
- Sue announced Campaign for Community Wellness CCW's new social media presence. AMI Housing was contracted to hire a community engagement specialist to help create a social media presence for CCW. Cheyenne Durfee, the community engagement specialist, will be doing some outreach to the community to identify opportunities for reducing stigma and discrimination within the community around mental health. Sue discussed cross posting some of the activities, job postings, trainings, and classes for READI member's agencies and

organizations. The Instagram and Facebook handles are @Placer4mentalhealth; in addition, are also promoting using the hashtag #Placer4mentalhealth if READI members want Cheyenne to cross-post on Facebook or Instagram sites, for information related to resources for the community and stigma reduction efforts, including culturally specific needs as well.

- Cal Voices has two Family Mobile Team positions open at the Roseville Police Department, working with the Childrens System of Care Crisis teams, candidates need lived experience of being a parent or caretaker of a child who has received services and are looking for individuals who are bilingual and bicultural. Indira asked committee members to refer individuals who fit the criteria, any further questions to reach out to Indira at iinfante@placer.ca.gov, potential candidates should call for pre-screening before filling out an application to ensure they meet the minimal requirements.

Goal 1: Expanded Collaboration

DEI Efforts within Community Partnerships: during the meeting, attendees who were not Placer County employees were given a poll to see what their agencies are doing for DEI and/or possible goals for the year. 14 READI members answered they do have either a committee or workgroup leading DEI efforts at their workplace, 6 answered they are participating in the committee/workgroup, and two answered their agencies do not. Sue opened the discussion for members to share their agencies DEI efforts:

- Elisa with the Latino Leadership Council LLC - they do not have a DEI committee or workgroup, for LLC it is about making sure as an organization they participate in trainings, bring in speakers, and makes sure to collaborate with other agencies who may have more knowledge in certain areas. LLC aims to make DEI efforts more of a daily practice rather than having a committee that may be not as effective.
- Claire has been invited to join the Strategic Planning Group for the Area Agency on Aging Area 4, and she also serves on their Advisory Council, and previously their Diversity Committee. The Diversity committee was disbanded because the agency is going through a transformation based on the Older Adult Master Plan on Aging. DEI efforts are now being embedded in everything the agency does. The concept is that DEI shouldn't be a Diversity committee and instead should be embedded it in everything the agency does.
 - Sue discussed some of the issues there are with a committee, work the committee does can be siloed and it can be difficult to make sure the information that has been worked on or discussed in Placer READI gets out to all of the places where it can be embedded and actually make shifts within the workforce culture.
 - Bertha shared Pacific Clinics has a DEI focused group, and last year Pacific Clinics added two floating holidays, which came out of the DEI group to acknowledge those who do not celebrate the holidays given to staff.

- Tanya with Wayfinder – all of their leadership, management, and program supervisors took Dr. Bryant Marks Implicit Bias training through UCLA. Also in the past year, Wayfinder leadership participated in The Alliance for Strong Families and Communities - “Creating an Authentic Equitable Diverse and Inclusive Organization” coursework and next year Wayfinder will be requiring all staff to take the coursework. Wayfinder has a DEI committee although Tanya is not on it. Wayfinder was selected to participate in the nationwide Social Currents Equity and Diversity and Inclusion Learning Collaborative, a 15-month cohort.
- Twiana asked how organizations without DEI committees or workgroups are measuring how DEI work is being done? How are they measuring their efforts of the work? Claire shared how the Area Agency on Aging has considered using tools such as the Equity Walk, to hold providers who are funded through the Older Americans Act accountable. Tanya shared they measure efforts by asking their clients and families, and by trying to represent in its staff and hiring practices that their staff represent the client population they are serving, including our leadership team. Placer County conducted the Workforce survey series to create a baseline so when the series is done again Placer can compare the efforts.
- Michele - this year PIRS revamped their intake forms to include SOGIE questions and by doing so has expanded many different conversations. PIRS has experienced some resistance from the older adult community regarding some of the SOGIE questions and as PIRS incorporates these practices, they are learning how complex these things can be. For some older adults, the SOGIE questions they are being asked are of things that were once illegal, stigmatizing. The older adult community can span 4 generations each with their own lived experience. For DEI efforts, PIRS is an independent living center, and stated within their charter is the need to have fifty-one percent of their staff and fifty-one percent of their board, be people with disabilities. PIRS has hired a new a bilingual/bicultural advocate and the advocate has been able to make inroads reaching a community PIRS has had difficulty in serving.
- Indira shared how a Crisis Teams practitioner was having a hard time when going out on crisis calls and trying to get SOGIE information from those who are in a difficult space and navigating a crisis, and why the SOGIE trainings being offered are so important. Indira also shared that specifically with immigrants and people from other countries asking SOGIE questions can be difficult because for many in their home country, their family and culture does not talk about these issues, they are considered taboo. Stressed the need for staff to be trained to ask the SOGIE questions, and to be able to explain why it is important they ask the questions, and to let individuals know these are voluntary questions.
- Sue discussed how on the consumer level, in terms of delivery of services, representation matters, individuals are more open when they see themselves in the person that is asking them those questions, engaging with them, or providing services. Need to understand where people are coming from when they come to seek services, need to help staff to have a better understanding of the purpose behind collecting SOGIE data.

Ambassador Support:

- Sue discussed how the Ambassador program has helped both ASOC and CSOC create a forum for discussions that were not previously happening, and it has increased the visibility of the work the committee has accomplished. For new READI members, Sue shared what it entails to be a READI Ambassador, it requires meeting once a quarter with your assigned team and attending the occasional Ambassador only meeting, usually scheduled the month between READI meetings.
 - Based on feedback and challenges for Ambassadors, Twiana and Donna had put together some documents to help with the sometimes difficult conversations and situations. Sue will sharing the documents on the Box site, as tools for ambassadors and committee members, the supervisors for SOC teams will also be receiving them. The Conversations Tool created by Sue from the results of the Workforce Survey series is also located on the Box site.
- **Benchmark(s):** 80% attendance by committee members/agencies over the Fiscal year. Administer Demographics survey semi-annually to READI committee members.

AI: Sue to share documents created by Twiana and Donna to READI Ambassadors and will upload them to the Box site for committee members.

Responsible Persons:

Sue

Completion Date:

AI: Sue to schedule an Ambassadors meeting in February.

Responsible Persons:

Sue

Completion Date:

Goal 2: Identification of Disparities

Prior Action Items:

- Sue will be reaching out to Connecting Point, the company that manages 211, about ensuring they have appropriate word searches for Older Adults to help them find resources within 211’s system. Outreach to AAPI agencies and community groups – Sue will reaching out to Donna about outreach and gathering a list of AAPI focused agencies and community resources.

MHSA Community Needs Assessments Results:

- The Mental Health Services Act Community Needs Assessment results will be presented January 19th, at the CCW meeting from 4:00 to 5:30 p.m., there were around 714 responses to the community-wide survey. The results identified the priority groups that are unserved and underserved, the communities feedback on areas needing improvement and what is missing, along with the next steps for where some of the funding will be going.
 - Identified in the results was the ratio of services to the county’s population for the AAPI community. There is a gap but also a need to better understand the mental health needs for the AAPI community. Additional outreach is needed and will be built into the MHSA Plan as one of the goals.

ASOC Equity Walk:

- Sue asked for some volunteers to conduct the Equity Walk for the Adult System of Care lobbies at DeWitt and Cirby Hills. Previously, the committee had reviewed the Equity Walk assessment which is aimed at helping consumers and the county to assess public lobby areas. Peers from the county’s Wellness Centers will also be conducting the walk, and Sue will be creating a QR code so individuals coming into the lobbies can complete a shorter questionnaire.
- **Benchmark(s) / Measurement Tools:** Review ASOC outpatient clinic SOGI data and beneficiary survey results at least semi-annually to monitor utilization of new fields and changes in beneficiary experience; Review feedback gathered from Placer READI Ambassadors at least quarterly and provide summary of results and any recommended follow-up to quality improvement and SOC leadership committees.

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| AI: Sue to reach out to Connecting Point about 211’s word searches for Older Adults. | Responsible Persons: Sue |
| | Completion Date: |
| AI: Sue to reach out to Donna Trumbo about creating a list of AAPI focused agencies and community resources to begin outreach. | Responsible Persons: Sue |
| | Completion Date: |
| AI: Michele and the new AMIH systems advocate, Cheyenne, to volunteer to participate in the Equity Walk for ASOC’s lobbies. | Responsible Persons: Michele |
| | Completion Date: |

**Goal 3: Training Inform WET Committee /
SOC Development**

- SOC / WET Training Calendars:** (located on Box site)
- Cultural Broker Dialogue series begins March 1st through June 7th on alternate Wednesdays 12:30 to 2:30 pm, the series will be a combination of remote and in person sessions. The series is an opportunity for individuals within the workforce to have safe spaces for conversations, to explore their own biases, to learn how to engage with consumers and to learn how they can utilize Cultural Brokers.
 - Sue has reached out to the Southern Arizona Trauma Informed Network about their “Best Practices for Working with Migrants and Refugees” training that several READI members completed. Their organization is based out of Arizona and the trainers were from UNICEF, Sue is waiting to hear back to see if they can do a local training or if they will be offering another training. Jason shared that Sacramento’s Health Education Council and Yolo County’s Cultural Competency committee both have offered refugee trainings.
 - Belonging Training for SOC Leadership -
 - Twiana and Donna will be hosting a Belonging training for leadership on January 26th. There are three Belonging trainings, the first is the Authentic Identity training which is

two hours. Sue has discussed with leadership on how to best introduce the trainings to the community and to see how agencies and SOC can integrate the training into their workforces. The first Belonging training is being offered to leadership, one person from each of the county's agencies. For those in leadership roles that have not received an invite, reach out to Sue at SCompton@placer.ca.gov; there are 30 spots total, some spots were still available.

- Be Sensitive, Be Brave for Mental Health Training – PCOE is offering two mental health workshops, the new training will be replacing the Mental Health First Aid training. The Be Sensitive, Be Brave training embeds culturally specific considerations and responses; information about the training was sent out via the CCW distribution list.

Peer Specific Trainings

- Sue discussed working with Peers, individuals with lived experience, and how to incorporate Peers into programs to make sure they have a voice. Currently, there is a Peer Certification program, which is uplifting the role of peers in the system and also provides a new opportunity for Medi-Cal billing.. Sue will reach out to CalMHSA to see what trainings may be coming out related to how to utilize peers within one's system, best practices, etc.
 - Cal Voices has their peers complete an 80-hour training towards the state's Peers Certification. Indira suggested those who are looking to learn more about peers to take the training, it covers law and ethics for peers, best practices, and how to be inclusive to peers.
 - Cal Voices also facilitates a Law and Ethics course, which it is not only for peers to navigate law and ethics but also for how peers and professionals can work together. The course also covers what is and isn't appropriate for peers to share regarding their own lived experiences. Indira will reach out to Cal Voices about possibly providing a peers training for SOC and/or community agencies.
 - Sue discussed how access to peers, mentoring, and those kind of connections in the community came up in the MHSA's Community Needs Assessment. Currently, peers are embedded throughout SOC with Cal Voices, Whole Person Learning, and AMIH. Alicia shared how PCOE was able to include lived experience in some of their job postings, "Lived experience and expertise will be considered" was because the funding PCOE received required it at the state level by the OAC.
- **Benchmark(s):** At least one member per meeting sharing information on training curriculums, upcoming conferences, or webinars.

AI: Sue will follow up on training options related to "Best Practices for Working with Migrants and Refugees".

Responsible Persons:
Sue

Completion Date:

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| AI: Indira will reach out to Cal Voices to figure out how to bring a peer training for professionals or even just the community. | Responsible Persons: Indira |
| | Completion Date: |

| Prior Action Items | | Responsible Person & Status |
|---------------------------|--|--|
| AI#1 | Sue to follow up with reaching out to individuals/agencies that have dropped off and are no longer participating in READI. | Sue Completed. |
| AI#2 | Need Ambassadors to volunteer for the county's Probation department and identify a meeting/forum for them to attend. | Lauren Completed |
| AI#3 | Schedule an Ambassador's meeting before the July 12th meeting. | Sue. Completed. |
| AI#4 | Sue will reach out for a possible training on the Russian population. | Sue Completed. |

Next Placer READI Meeting: March 14, 2023; 10:30 to 12:00; via Zoom.

January 10, 2023 – Attendance

- Alicia Rozum – Placer County Office of Education, coordinates foster homeless and sexually exploited youth services
- Andrea Salazar- Youth Support Coordinator with Youth Empowerment Support Program (YES)
- Anibal Cordoba Sosa – Director of Family Support and Community Engagement Sierra Community House
- Annesha Land – California Health and Wellness
- Bertha Ramirez Magana - Clinician with Pacific Clinics Family Services
- Blanca Hurtado – Client Services Practitioner I with CSOC
- Brian Passenheim – Assistant Chief Probation officer for Placer County Probation
- Claire Buckley - MHADAB Mental Health Alcohol and Drug Advisory Board for Placer, the Older Adult Advisory Commission, the Agency on Aging Area 4, and on Prism-Q Board
- Connie Falconer - Adult System of Care (ASOC) Clerk
- Connie Treacy – Bilingual Family Advocate with Cal Voices
- Dan Apgar – Placer Substance Use Services Program Supervisor
- Donna Trumbo – AAPI Placer
- Elisa Herrera - Executive Director Latino Leadership Council LLC
- Elizabeth Rahm - Sierra College’s Cares team MSW I
- Emily Simi - MSW II intern with Sierra College Cares team
- Geoff Smith – HHS Program Manager
- Indira Infante – Cal Voices, CSOC-Embedded Family Advocacy Program Manager
- Jason Honig - Community Engagement Manager for Unite Us
- Joceline Gonzalez – Stand Up Placer
- Lindsay Alderette - Youth Empowerment Support Program with Whole Person Learning
- Matt Dixon – Client Service Practitioner II with Children’s Mental Health Support Program (CSOC)
- Michele Irwin - Placer Independent Resource Services PIRS in Auburn
- Natalie Sherrell – Committee Co-chair, Lead Campus Advocate and General Counselor with Sierra College Behavioral Intervention CARE (Concern, Assessment, Response, Evaluation)
- Shannon Catanella - Placer resident and advocate
- Sue Compton – Committee Co-chair, Mental Health Services Act (MHSA) Coordinator, Ethnic Services Manager, and WET Coordinator with Placer County Systems of Care
- Tanya Fontenot –VP of Community Mental Health and Programs for Wayfinder Family Services
- Twiana Armstrong - Owner/Founder of seeMYchild and It's Personal Enterprises; City of Rocklin Parks, and Rec Commissioner