

Placer READI Committee

Race, Equity, Access, Diversity, and Inclusion

March 9, 2021 – Minutes

Zoom Meeting 10:30AM - 12:00PM

Zoom Link: <https://us02web.zoom.us/j/86915461872?pwd=bTFyc2RqVnZlRz09>

Introductions and Attendees

Nicola Baldwin, Claire Buckley, Sue Compton (County Chair), Matt Dixon, Connie Falconer, Elisa Herrera, Kassidy Horner, Indira Infante, Michele Irwin, Shane Libby, Jessica Luna-Miranda, Mollie Murbach, Marie Osborne, Bertha Ramirez Magana, Alissa Rosa, Andrea Salazar, Jenjor Seefeldt, Kristin Semone, Natalie Sherrill (Co-chair), Julia Soto, Letty Woodworth

Announcements

- In previous meeting, Placer READI members decided to review minutes prior to meetings and vote to approve at the beginning of each meeting, minutes for the 1-12-21 meeting were approved and will be uploaded to Box site. Corrections: Michele discussed the need to spell out acronyms for readers; found a correction for Area Agency on Aging, need to specify Area 4; and OAAC Older Adult Advisory Commission.
 - Sue discussed uploading an acronym sheet to the Box site and Marie suggested a reference document identifying the various groups: name, purpose, and who they serve. A reference document can help identify who is participating and being represented in Placer READI, would help identify who is not participating and inform the group on who needs to be reached out to.
- Natalie Sherrill was announced as the new co-chair for Placer READI, Natalie is Lead Campus Advocate and General Counselor with Sierra College Behavioral Intervention CARE (Concern, Assessment, Response, Evaluation), a Title Nine campus advocacy program. Natalie has been attending meetings since 2017 and will be helping lead meetings going forward.
- FY19/20 Cultural and Linguistic Committee Annual Report and Goals - Julia Soto, Quality Manager with Placer County, has submitted report to the state and it has been uploaded to the Box site, along with all the previous years' reports, including the original 2010 Placer County Systems of Care Cultural and Linguistic Competency Plan. Julia has also taken the ongoing goals created in July 2019, and incorporated them into the FY20/21 Updated Annual Plan, which has also been submitted to the state. In addition to the goals the committee is working on, there are other goals the system is working on in the larger Quality Improvement Committee (QI) and the various branches of Quality Improvement.
 - Crosswalk with FY19/20 Plan - Sue has taken last year's plan and color-coded areas/goals where they carry over into the new plan, such as the three goals the committee is currently working on: 1) Expanded Collaboration – incorporating new committee members and partners; 2) Identification of Disparities – analyzing data to see what is the state of the county's services, demographics, and identifying where the committee needs to focus time and energy as a group. Once the group has identified disparities, need to make sure the system is competent and can address the identified areas for the community through goal 3) Training Inform WET Committee/SOC Development.
 - Sue has created a summary which is broken down by: goals for the year, action steps, and was the goal met; the summary is a good resource for what the committee has completed in the

past. Summary has been uploaded to Box site for review, if there are any questions members can bring them back to next meeting or via email.

Committee Member & Provider Announcements

- Placer County Office of Education (PCOE) is hosting an evidence-based training on healthy relationships through a small group curriculum, with the Healthy Relationships+ Program. The training is scheduled for May, is intended for any school or community partners who can facilitate a group for youth age 12 to 18 in a school or community setting. The project is in collaboration with Children’s System of Care (CSOC) and is funded in part by Placer County; the training will be offered to partners at no cost and is open to anyone who works with youth in Placer County. Alicia discussed how PCOE has been researching for some time a curriculum addressing the different cultural needs of students, is available in English and Spanish, and has adaptations for: LGBTQ youth, youth in juvenile hall, and for Native youth. PCOE will be offering two training opportunities in May, information was sent out through a CCW email, Alicia will email Connie the information to send out for those who are not on the CCW mailing list.

- Latino Leadership Council (LLC) has been working with Placer County on getting food and agricultural workers vaccine appointments. On March 5th, LLC partnered with the county to help 48 agricultural workers register for appointments. Several taquerias also have staff who are seeking to get vaccinated and LLC is helping them make appointments and trying to help get them in the doors while offering support.

- Claire discussed the new California Education Code 218, “Article 2.7 Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning Pupil Resources”; states no later than July 1st, 2021 all school sites and community resources must support LGBTQ pupils to improve overall community and school life. The code includes the need for safe spaces, anti-bullying and harassment policies, counseling services, and to provide information on mental health service providers who support and advocate for LGBTQ youth. Claire has been reaching out to mental health providers and counseling services around the country to help identify resources in our local community and Alicia talked about how the California Department of Education will be developing resources for schools.

- The Mental Health Services Oversight and Accountability Commission (MHSOAC) has a statewide Cultural and Linguistic Competence Committee (CLC), the next meeting is scheduled for March 11th via Zoom. Contact Claire if interested and she will connect them with the Zoom link.

- Michele discussed PIRS involvement in the same pilot project as the Latino Leadership Council; PIRS is working to improve vaccine access for individuals having difficulty finding appointments. As of the week of March 15th, a new priority population will be eligible for vaccines, is for a specific group of individuals with disabilities.

AI: Send out FY20/21 Updated Annual Plan and upload to Box site.	Responsible Persons: Connie
	Completion Date: Completed.
AI: Upload an acronym sheet to Box site.	Responsible Persons: Sue
	Completion Date: Completed.

AI: Alicia will email Connie the information on the upcoming Healthy Relationships+ trainings for those not on the CCW mailing list.	Responsible Persons: Alicia
	Completion Date:

Goal 1: Expanded Collaboration

- Standardized Flyer – to include general information about meeting with no dates, a link to the meeting, and with meeting times. Shared new designs and opened conversation to feedback: yellow text is hard to read for the visually impaired, some liked original image and others felt the flyer needed a different image, suggested possibly using color in the background as the logos and text are busy enough. Sue asked the group to provide any images they prefer, along with copyright information, and to reach out to their organizations for possible images. Once new images have been gathered will send out a survey to vote upon. Sue has also reached out to the county’s public information officer to see what images the county has access to. For members, whose logo is missing, email Connie and it will be included on the flyer.

- Branding for Placer READI– Sue raised the idea of creating branding around Placer READI to let providers, community partners, and the county itself, so they will remember to include the committee in conversations related to what the committee stands for. Indira asked about possible funding for producing a logo for branding the committee, suggested a contest as CSOC has done in the past with children. Sue asked if any committee members were interested in spearheading a possible contest for creating the logo, if the group is interested.
 - For the Cultural Broker Dialogue Series, which has about 40 attendees for each series and begins March 24th, Sue shared the participants will be receiving a packet of stuff for their participation. Within the packet, participants will be getting a phone stand with “Taking a Stand for Placer READI” printed on it, to help solidify the group and let others know what the committee is here for.

 - Natalie discussed how in the past Sierra College has used the Applied Art and Design department for assignments to create marketing, logistical problem is the timeframe because syllabuses have already been created. Offered to approach instructors to see if it is a possibility or possibly ask the campus population in general, project should include a gift card for the student whose work is selected.

- Benchmark(s) - Latino Leadership Council in attendance; Claire reached out to Placer People of Faith Together and invited them to participate and is currently working with them on other issues such as homelessness and housing. Julia will discuss with Granite Wellness and the other Substance Use Delivery (SUD) providers at the next provider meeting. Claire discussed reaching out to Parents, Families and Friends of Gay, Lesbian, Bisexual and Transgendered People (PFLAG), which Mollie and Kyle also represent.

AI: Create a participant list for Placer READI committee and upload to Box site.	Responsible Persons: Connie
	Completion Date: Completed.

AI: Reach out to PFLAG about attending/supporting Placer READI.	Responsible Persons: Claire
	Completion Date:

Goal 2: Identification of Disparities

- Prior Action Items: the American Psychiatric Association 2017 (shows health challenges within various populations: Latino, Native American, Asian American) data and the Office of Statewide Health Planning and Development (OSHPD) statewide survey, both have been uploaded to the Box Site.
- OSHPD is working on providing Workforce Education Training (WET) grant funds to counties as part of the Mental Health Services Act (MHSA) funding the state receives. To identify the baseline for where an organizations workforce is, OSHPD has created a survey for counties to give to their employees and providers. Placer received the results about a month ago and there was not a large response, only 49 responses. About half of the responses were from non-profit community-based organizations such as AMI Housing peers, Cal Voices, Uplift Family Services, Gateway Mountain Center, Koinonia Family Services, and Sierra Mental Wellness Group. Survey results identified the individual's cultural background, if they spoke other languages, and whether their community-based organization served the LGBTQ community.
 - Sue discussed how several of the organizations who responded did not indicate they served LGBTQ individuals, which is odd because a lot of them do, wondered if it was either a lack of understanding of the services provided within their own organization or how the question was interpreted. Sue reviewed survey results with Michele, who is the Workforce and Education Training (WET) co-chair and agreed Placer READI needs more information than what the survey provided.
- Workforce Survey (Fresno County) - Sue presented an in-depth workforce survey sample from Fresno County, which she has shared with the directors from Adult System of Care (ASOC) and Children's System of Care (CSOC) to see if the county can offer the survey to its Behavioral Health ASOC and CSOC and providers.
 - Includes questions about individuals' demographics and how they feel about their own cultural humility and education. Questions missing from the survey: how individuals feel their organization manages cultural diversity within its own workforce, what is the experience for the individual working within the organization and any challenges they personally experience, and what is their education in delivering services that their organization has provided them.
 - Sue is working on questions to capture the organizational experience of the staff, the survey is multiple pages long and has been uploaded to the Box site for members to review, looking to see how questions can be added or removed.
- Sue and Julia are working with System of Care analyst, Jennifer Ludford, on system wide data. Working on breaking down current reporting (monthly, quarterly, yearly) and trying to identify the most common data being utilized system wide, and which of those pieces of data identify areas such as race, ethnicity, gender, age, and sexual orientation. Once the data has been made more purposeful will bring back to committee to begin tracking regularly to identify disparities.
 - Elisa discussed how Placer County has had diversifying its workforce as one of the key strategies in their Strategic Plan and suggested reaching out to Raul with HHS to help implement the survey, since Raul is the one who helped coordinate the Strategic plan and has an extensive background in research. Sue has discussed with Raul workforce surveys and identifying what is broader HHS and what is more specific to Behavioral Health.

- Julia discussed the importance of aligning with HHS with the rollout of the survey, while being mindful of specific Behavioral Health elements because once we get into the behavioral health system needs, they can be broken down further to levels such as the possibility of client matching to provider type.
- LGBTQ #OutforMentalScorecard Tool – the tool is a county mental health specific LGBTQ system support scorecard, includes questions such as, “Does the County Behavioral Health Budget fund: LGBTQ specific staff positions and/or programs, LGBTQ specific organizations, or LGBTQ specific training”; “Does the county have a publicly available policy that requires programs be LGBTQ affirming? For All county departments, Behavioral health Department(s), and Contracted organizations (ex. Written into RFPs)”. Discussed sharing tool with the county’s providers as part of Placer READI’s internal evaluation and then incorporate the tool into its annual plan. Discussed completing the tool together or the system and then bring back the results to share, from the results identify some action steps.
 - Alicia discussed the distribution of the proposed surveys and if it is possible to get more than county and county contracted staff to participate. Highlighted the variety of different providers public/private/non-profit in the community where youth and their families, and adults are referred to. Often these providers are not affirming of sexual orientation or gender identity and may be outright discriminatory towards LBGTQ youth. Alicia provided feedback on how simplified the tool contrasts with the Fresno survey and how the color coding is helpful.
 - Claire discussed the challenges getting the community to participate in filling out surveys for those outside of the system. Suggested revisiting the Corporate Equality Index for service providers in the county, as was discussed in a previous meeting. Alicia shared how in the past, Placer County Network of Care had interns from AmeriCorps cold calling from a Google list different providers and asking them some core questions. Claire discussed how Sac County addressed the issue by creating the Rainbow Pages, yellow pages where companies and organizations who supported the LGBTQ community could advertise, was voluntary to be listed in it.
- Discussed if the committee wants a self-assessment tool specific to LGBTQ or a tool the committee can share with others that casts a broader spectrum on the disparities the committee has identified. Sue talked about the logistics of implementing the tool such as: Would we be asking SOC to have administration do this evaluation ourselves? How should the committee decide to outreach to other community members with the same type of assessment? What does the committee do with the information gathered?
 - Once the results of the tool are gathered, discussed possibly having the information on the website or some sort of directory, showing which organizations have identified as saying they support these populations specifically.
 - Alicia shared how the Office of Health Equity with the California Department of Public Health, has identified 4-5 underserved populations regarding mental health and health services, and have a health disparities toolkit and wondered if they may have sample assessments encompassing LGBTQ, Cultural Humility, etc.
- The group’s consensus is the committee is working on identifying an assessment tool, a brief yet comprehensive tool, to be used to identify the strengths and gaps in serving the diverse communities in

Placer County. Once the committee identifies the tool, the next step is how to get agencies and a diverse representation to complete the tool, and what does the committee do with the information.	
AI: Members to review Workforce survey (located on the Box site) and email Sue or Connie their feedback, if there are things missing or if they should be removed. Group will discuss the next "version" of the survey at the next Placer READI meeting.	Responsible Persons: Committee members
	Completion Date:
AI: Create a Survey Review and Feedback document where Placer READI members can provide their input (located on Box).	Responsible Persons: Sue
	Completion Date: Completed.
AI: Sue will look through the Office of Health Equity with the California Department of Public Health website for an assessment type evaluation tool.	Responsible Persons: Sue
	Completion Date:

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

- Implicit Bias 101 training is Wednesday, March 10th and is a prerequisite for 201; Implicit Bias 201 is the following day, March 11th and focuses on mitigation strategies. Sue recommended committee members attend 201 training, the material covered can be applied to the Placer READI goals since the training is geared towards how to make systemic changes within organizations and their workforce. To register for trainings, go to Placer Learns Website.
- Cultural Broker Dialogue Series is full and begins March 24th and the county will continue the series later in the year. Sierra College is interested in the series and is looking at hosting the series for Sierra College students.
- Indigenous Psychology is scheduled for April 27th and consists of two sessions: one in the morning and the other in the afternoon.
- Nuts and Bolts of Nurtured Heart for Parents and Caregivers was recently advertised, Sue asked members to let her know if they are not hearing about these trainings and she will add them to the Campaign for Community Wellness (CCW) distribution list.
- Discussed the LGBTQ Poll results from CCW and the progress being made on developing a training. The poll was to identify gaps in LGBTQ trainings for mental health needs and the top results from CCW and Placer READI aligned. The top results identified: issues facing LGBTQ youth, LGBTQ mental health issues, and understanding SOGI.
 - WET committee has been discussing what a LGBTQ training would look like and Claire has been providing feedback due to her experience with these trainings. The next steps are working with Claire to put together a training series, starting with SOGI as a 101 training, and having a panel involved.
 - Claire discussed the last panel held on LGBTQ issues, was with PCOE and the Rocklin Unified School District. The panel was a 2-hour town hall meeting, one hour was an LGBTQ presentation on SOGI and the other hour was a panel discussion Claire moderated. The panel

included members of the clergy, family members, students, and teachers, the event was open to the public and was well received.

- o Claire is currently working on a presentation on "Aging in the LGBT Community" for the Older Adult Advisory Commission for the week of March 15th.

AI: Sue will upload WET calendar on the Box site.	Responsible Persons: Sue
	Completion Date: Completed.

Prior Action Items		Responsible Person & Status
AI# 1	Create a generic flyer for committee without date.	Sue and Connie In-progress.
AI# 2	Sue will follow up with Kim and Natalie about co-chair responsibilities.	Sue Completed.
AI# 3	Julia will send out Annual Report to group to review i.e., title changes or any questions.	Julia Completed.
AI# 4	Stand Up Placer will email Connie LGBTQ Virtual Space flyer to be distributed to Placer READI members.	Mollie/Connie Completed.
AI# 5	Julia will reach out to Granite Wellness and Claire will reach out to the AOD committee for possible representation in committee.	Julia
AI# 6	Indira will reach out to Elisa from the Latino Leadership Council and Sue will also reach out to council to see if there is someone who can attend regularly.	Indira and Sue Completed.
AI# 7	Claire will reach out to Placer People of Faith leadership to see if they are interested in attending Placer READI to share the work they are doing on immigration.	Claire Completed.
AI# 8	Sue will share/upload the American Psychiatric Association 2017 data.	Sue Completed.
AI# 9	Sue will share/upload with group the OSHPD statewide survey.	Sue Completed.
AI# 10	Sue to share LGBTQ poll results with group next meeting, will conduct poll with CCW, and Julia will share poll in providers meeting.	Sue and Julia Completed.
AI# 11	Bring back to next meeting the concept of "Cultural Curiosity" and any guidance and advice to avoid tokenism.	Committee members

Next Placer READI Meeting: May 11, 2021; 10:30 to 12:00; via Zoom.

March 9, 2021 - Attendance

- Nicola Baldwin – MSW intern with Sierra College
- 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
- Sue Compton - Mental Health Services Act (MHSA) Coordinator, Ethnic Services Manager, and WET Coordinator with Placer County Systems of Care
- Matt Dixon - with Children’s Mental Health Support Program (CSOC)
- Connie Falconer - Adult System of Care (ASOC) Clerk
- Elisa Herrera – Executive Director, Latino Leadership Council
- Cassidy Horner – Youth Support Coordinator with Whole Person Learning.
- Indira Infante – Cal Voices, CSOC-Embedded Family Advocacy Program Manager
- Michele Irwin - Placer Independent Resource Services PIRS in Auburn
- Shane Libby – COO, AMI Housing
- Jessica Luna-Miranda - Youth Empowerment Support
- Mollie Murbach - Stand Up Placer Prevention Outreach Specialist
- Marie Osborne - ASOC Assistant Director
- Bertha Ramirez Magana - Clinician with Uplift Family Services
- Alicia Rozum - Placer County Office of Education, Foster/Homeless/CSEC Youth Services
- Andrea Salazar - Youth Empowerment Support Program
- Jenjor Seefeldt - MSW Intern with CARE Team at Sierra College
- Kristin Semone - MSW Intern with CARE Team at Sierra College
- Natalie Sherrell - Lead Campus Advocate and General Counselor with Sierra College Behavioral Intervention CARE (Concern, Assessment, Response, Evaluation)
- Julia Soto - Quality Manager with Placer County Systems of Care