

**QUALITY IMPROVEMENT COUNCIL
CULTURAL COMPETENCY SUB COMMITTEE MEETING**

Date: June 10, 2009

Present: Sylvia Guerrero, Rebecca Hall, Scott Hanada, Julie Ho, Naga Kasarabada, Kumar Menon, James Randall, Tammi Robles, Kimberly Spears

Agenda Items	Comments/Discussion/Recommendations/Conclusions
Welcome & Introductions	<ul style="list-style-type: none"> • Introduction of members
Review of Minutes	<ul style="list-style-type: none"> • Minutes read, moved and seconded for approval as is.
Action Items	<ul style="list-style-type: none"> • Jeff Gorsuch, Training, discussed Stipend and Tuition Reimbursement <ol style="list-style-type: none"> 1 Tuition Reimbursement <ol style="list-style-type: none"> a Current employee program who want Masters degree in social work, Doctorate in psychology or a graduate degree in psychiatric nursing. Under WET may expand to more degrees that would benefit DMH b Requirements for program <ul style="list-style-type: none"> ▪ Accredited college/university ▪ Proof of Registration/Attendance ▪ Performance Evaluations ▪ Personal Statement about what hope of degree and how it will be used in county system ▪ Passing grade of C ▪ Proof of payment c Amount for reimbursement is \$5000/year, up to 2 courses/semester or quarter based on school and course fee amounts not for books or ancillary fees but there is talk under WET to expand to these expenses as well d 20/20 or 30/10 program may be incorporated under WET so based on school schedule could work 20 or 30 and leave the other 20 or 10 for school and be covered under full pay e Commitment to work for County DMH for specified amount of time f Cap on slots is the total budget for Reimbursement; once funding runs out, not offered g Immediate Supervisor and District Chief needs to sign off and okaying that they are good candidate to receive reimbursement 2 Stipend for non employees <ol style="list-style-type: none"> a Currently have 2 stipend offerings; will expand under WET to include psychologist, psych techs and psychiatric nurse practitioners <ul style="list-style-type: none"> ▪ MSW - graduating ▪ Marriage Family Therapist

	<ul style="list-style-type: none"> b Agreement is receive one time stipend of \$18,000 for one year commitment to work for County DMH or contract agencies to be competitive with State stipend <ul style="list-style-type: none"> ▪ Commitment is in one of the high priority areas: defined as hard to fill or higher demand for need for employment. Criteria is met if employment is found in any of these areas, if not, either extension is asked for to find employment in these areas or stipend MUST be returned <ul style="list-style-type: none"> ◆ SA 1-hard for hiring in Antelope Valley ◆ SA 6-South Los Angeles ◆ SA 7-East Los Angeles/Skid Row/Downtown ◆ Any of the Forensic programs <ul style="list-style-type: none"> ➢ Jail Mental Health ➢ Juvenile Justice ◆ Higher needs areas <ul style="list-style-type: none"> ➢ Specialized Foster Care ➢ New MHSA programs c Partly selected by schools and heavily based on bilingual capacity and bicultural capacity, also would prefer some type of DMH or DMH contract experience so transition into workforce is easier. There is also an essay portion that is looked and weighed upon <ul style="list-style-type: none"> ▪ 52 slots for SW ▪ 72 for MFTs • WET Recommendations have been forwarded (additional items and changes that were sent also included) along with cover letter indicating process of how and why recommendations made • Training Surveys - Tara met with Elaine Powell, Training, and discussed recommendation to add questions to training survey and a workgroup has been started. Will be meeting to look not only at cultural competency items but also the tool itself. Group should be done with work and can implement new tool with new fall courses. • Multi Lingual Service Directory – Tara met with Martha Drinan, Training/Quality Improvement. There are 6 directories in the County and each has nothing to do with other and all coexist. In preparation for Medi-Cal Audit, delineated directories and still waiting to see if MLSD will be opened. For next meeting will try to bring all the directories and decision can be made at that time if Multi Lingual Service Provider directory will be opened to contracted agencies.
<p>CC Trainings</p>	<ul style="list-style-type: none"> • Three Culturally competency training to be held <ol style="list-style-type: none"> 1 June 19 – Asian/Pacific Islander Hope & Recovery Conference English Conference to be held June 11 at Downtown Sheraton Not sure on date for Spanish Hope & Recovery 2 June 29 – Diversity & Unlearning Prejudice 3 October 16 -15th – Annual Asian American Mental Health Training Conference

	<ul style="list-style-type: none"> • items before CC Subcommittee <ol style="list-style-type: none"> 1 Involve someone from training in CC committee so there will be a direct line when recommendations are made 2 In Conferences, have some type of incorporation of that cultures' relationship or interface/similarities/differences with other cultures it may or may not have contact 3 In basic training, give presenters a 'guide sheet' to help them incorporate culture into conversation and training 4 Encourage attendance to different conference 5 Have 2 volunteers from CC subcommittee on conference planning committees to ensure and promote recommendations for cultural competency and give our support
Additional Items	<ul style="list-style-type: none"> • Organization Assessment – PowerPoint Presentation that is 96 slides long. Goal is to cut to make shorter but maintain meaningfulness; one of areas that came out deficient was training <ol style="list-style-type: none"> 1 not enough culturally competent trainings 2 Not trained enough to be culturally competent • Cultural Competency Plan – Since state is taking so long, Gladys recommends drawing of document for each county stating what is being done that are in line with plan • Ann Lee found from website of Office of Medical Director found Parameters for Delivery of Culturally Competent Clinical Services to Clients. • Scott Hanada attends Program Head Meeting and Issues Expanded Management Meeting and wondering if group should make some type of recommendation to Executive Management Team ensuring that cultural competency doesn't get cut. Keren volunteered to draft a short blurb on why cultural competency/diversity is important. • James Randall, SA 2 is focusing on working with specific ethnic groups and encourage these short, fast and entertaining talks to expand to other SAAC. Put a notice in DMH ENews showing what is being done for different cultures. • Danny Redmond is leaving for Jail Services and this may be one of his last meetings. Will try to work something so can continue attending and being a vital member.
Next Meeting	<ul style="list-style-type: none"> • Wednesday, July 8, 2009 1:30pm to 3:30pm 695 S. Vermont Ave, 15th Floor Glass Conference Room
	<ul style="list-style-type: none"> •

Rebecca Hall