

Summary

Merced County Behavioral Health and Recovery Services Cultural Competency Meeting

April 17, 2019

10:00am

Behavioral Health Facility
301 East 13th Street, Merced

Present:

Ker Thao, Rhonda J. Prater, Steven Wilson, Janet Zamundio, Anna Santos, Jessica Wheeler, Maria Orozco, Caitlin Haygood, Marilyn Mochel, Fernando Granados, Vong Chang, Belle Vallador, Adam Lane, Tatiana Vizcaino, Edmundo Zaragoza, Griselda Vazquez, Sharon Jones, Andrea Tovar

Presentation and Discussion:

All Members

I. Check-in/Conocimiento

The group completed self-introductions, stating names and agencies.

II. Approval of Minutes

The approval of minutes for March 21, 2019, was motioned/seconded (Fernando Granados/Rhonda J. Prater) and carried.

III. Cultural Competence Charter

The committee worked together to update and revise the Cultural Competence Charter. Changes were made to the Purpose, Objectives and Guiding Principles. Andrea Tovar of MHSA noted the changes.

IV. Cultural Competence Goals

The committee worked together to update and revise the Cultural Competence Goals. Fernando Granados of Sierra Vista asked for clarification in regards to cultural competence training requirements. Sharon Jones stated that upon hire, new employees should attend the two-day mandatory training of CBMCS and refresher trainings on cultural competence or responsiveness each year thereafter. Sharon Jones informed the committee that a recently developed electronic cultural competency training went out to BHRS, which requires the completion of ten questions and a signed attestation. Marilyn Mochel, of Building Healthy Communities and NAMI Merced, asked if it was possible to provide the electronic cultural competency training to outside contractors as well. Sharon Jones stated that the training will be going out to outside providers in the near future. Sharon Jones did clarify that the electronic cultural competency training is not in lieu of face-to-face trainings, it is an initial start so that employees can receive cultural competence learning. Fernando Granados asked if there was documentation on the requirements for cultural competency trainings. Sharon Jones stated that requirements should be noted in contracts for contracted providers. Anna Santos of TIP stated that in her program's contract 32 hours of cultural competency is needed but does not indicate specifications. Fernando Granados stated that he would like to see the cultural competency requirements clearly defined. The committee continued to discuss the contract language and how information is unclear in regards to cultural competency requirements. Sharon Jones stated that she will speak to Contracts in regards to the information shared and will report back to the committee. The committee continued to review the Cultural Competence Goals. Andrea Tovar recorded all suggested changes to the Cultural Competence Goals. Sharon Jones announced that an individual from Quality Improvement will present to the committee on the penetration rates for different cultural groups in the near future. Fernando Granados also suggested receiving information pertaining to staff demographics as well.

V. Tracking Cultural Competence Training

Sharon Jones stated that contracted providers must track cultural competence trainings for their employees.

VI. Discussion on Implicit Bias

Sharon Jones asked Marilyn Mochel to share in regards to Implicit Bias. Marilyn Mochel explained that all individuals have implicit bias based on the manner they were raised, socialized and educated. She also stated that the issue is when implicit bias hurt other individuals, which can occur unconsciously. Marilyn Mochel stated that implicit bias trainings help make conscious the biases that everyone has. Sharon Jones stated that she wanted the committee to discuss this topic and how it might be impacting the services that are being provided. Sharon Jones encouraged all members to read additional information pertaining to implicit bias with the intentions of having future discusses on the topic.

VII. Program Reports and Updates

Marilyn Mochel reported that NAMI Merced has been diversifying its programing and facilitator base. More information to come. Sharon Jones asked the group if they knew individuals who would be willing to participate in the program for the upcoming Spiritual Wellness and Recovery Conference scheduled for Saturday, July 20, 2019. Recommendations were made; contact information will be forwarded to Sharon Jones.

VIII. Possibilities and Success Stories

No possibilities or success stories.

IX. Next Steps

Send all members of the committee the revised Cultural Competence Goals and Cultural Competence Charter for review prior to May's scheduled meeting.

X. Adjourned

Meeting adjourned at 11:02am.