

Stanislaus County Behavioral Health and Recovery Services
Cultural Competence, Equity and Social Justice Committee - Workgroup
Monday, August 10, 2020

1. Draft CLAS 1 Recommendations Review & Discussion

- a. Ruben gave an overview of the CCESJC Workgroup work since March and reminded the workgroup of their objectives to provide recommendations to the Department on how to integrate the CLAS 1 in the Core Treatment Model. The Principle CLAS standard to provide effective, equitable, understandable, and respectful quality care and services that are responsive to diverse cultural health beliefs and practices, preferred languages, health literacy, and other communication needs.
- b. Ruben shared that the workgroup's work had been disrupted due to Covid-19. Ruben stated the department realizes that additional work is needed to develop additional guidance on the implementation of CLAS Standard 1, but these recommendations represent quick actions the department can take now.
- c. Ruben also provided an update on the data regarding the department's Mental Health Plan threshold population service penetration rates. The Latino/Hispanic populations is the departments threshold population, along with priority populations of African – American and Foster youth. At the next CCESJC meeting, the Chief of Managed Care will provide an overview of the Mental Health Plan cultural competency requirements and information on priority populations.
- d. Draft Recommendation Review and Discussion: Ruben reviewed the Emerging Draft Themes-Quick Actions and divided everyone into groups to review and discuss, "What did you hear? What did you like? What questions do you have? What's missing?" The workgroups provided the following feedback (See Attachment A).
- e. Ruben asked for endorsement of these recommendations from the workgroup. The workgroup endorsed the recommendations. Before the recommendations were endorsed, Ruben asked if there were key issue that the workgroup wanted to ensure that was not lost. The following requests were submitted:
 - LGBTW populations could get lost in the work to address other populations. The LGBTQ populations are across all other diverse populations.
 - Ruben stated that he did not want the feedback from the peer consumers that at times they do not feel welcomed at programs or they are treated differently to be lost.

2. COVID-19 Guidance for Diverse Populations: Outreach/Engagement, PEI & Treatment

- a. Ruben shared that telehealth best practice guidance was distributed at the last All-staff Meeting regarding Best Practices In Delivering Population specific [Telehealth Services](#) and [Delivering Virtual Peer Support Groups](#).

This guidance will be reviewed at the next CCESJC meeting.

3. Review Framework for Advancing Cultural, Linguistic, Racial and Ethnic Behavioral Health Equity
 - a. Ruben asked the workgroup to review the Framework for Advancing Cultural, Linguistic, Racial and Ethnic Behavioral Health Equity. This is a best practice and guidance document developed by California Behavioral Health Directors Association. This will be reviewed for consideration as the planning framework for the CCESJC.
4. Training Updates
 - a. Eliminating Inequities in Behavioral Health Care, sponsored by CIBHS and DHCS at no cost starts next week, every Thursday for 5 weeks from 10am-11:30am. Designed for leaders in communities, the goal of the webinar is to introduce the framework of confronting racism within our behavioral health system and implementing strategies to reduce racial disparities.
 - b. Suicide prevention trainings are coming up, there will be specific trainings for BHS and CST as well as mental health clinicians, please be on the lookout.
 - c. California Brief Multi-Cultural Scale (CBMCS) is still a work in progress.
5. Ruben announced that the next meeting will be the full CCESJC.
6. Meeting adjourned

Draft Recommendation Review and Discussion Feedback

1. Programs having an open house to visit and ask questions, build collaborations between programs and find out how they operate and connect is missing. There used to be a monthly Mugs 'n' Muffins for different teams to learn about each other's programs. Programs should also have a welcoming environment.
2. The community lacks representation in our meetings. Department heads should meet with community members. Recruiting community members by reaching out to high schools not just colleges making, connections between department leaders and communities. Providing the necessary services to populations that we serve. Asking for specific individuals to serve a specific population. Making sure we have The Bridge, Promotras, West Kennedy Community at the table to compile data using those avenues.
3. Utilizing basic information to meet the needs of threshold cultures. It is important to capture penetration rates, it's a low hanging fruit when it comes to the LGBTQ population. Using SOGI data, asking sexual orientation and sexual identity can be uncomfortable for some people. Using proper pronouns and gender identity are also low hanging fruit. Trainings need to subcontract with local trainers that know the community, focus on what it's like to be a local person. EQRO and CPP need to increase inclusion of diverse peers. It's usually the same peers over and over again. Provide peers with a stipend. Peer time is just as valuable as staff time. Utilize culture brokers to get more peers to the table such as The Bridge and remember that peers are a mental health culture within themselves.
4. Presenting a lot information at first appointment can be overwhelming, having

something they can take with them like a visual can be beneficial to the client. Jessica Borelli presented a pamphlet with agency's approach to therapy, how to file complaints, provider's information and philosophy, client confidentiality and privacy AB 630. Everything that you would present at your initial session, you can save some time with this pamphlet. They may be overwhelmed at initial appointment and can go home and review it afterwards. The pamphlet will be included in the recommendation as an example of a tool for staff.