

Minutes



Cultural Diversity Committee

Date: 10/10/18 | Time: 3:30 – 5:30 pm | Location: Ukiah Public Library

Melinda Driggers	Rebekah Anthony	William Riley
Robin Meloche	Debbie Swayze	

	Discussion Item	Action/Next Steps/Who	Complete Date
1.	Review of Prior Meeting Minutes: <ul style="list-style-type: none">Approved		
2.	Follow Up Items: <ul style="list-style-type: none">No follow up items at this time.		
3.	Introduction, Purpose of Meeting, & Handouts: <ul style="list-style-type: none">Discussion of the purpose of the CDC is to talk about Cultural Responsiveness and Diversity and how they relate to behavioral health services.Handouts: Agenda, sign-in sheet, CDC Meeting Schedule, CDC Mission Statement Draft, Gender Spectrum Definitions, CDC Survey, and Gender Spectrum Pronouns.		
4.	Mission, and Cultural Competence Plan Review/Discussion: <ul style="list-style-type: none">Mission & Feedback:<ul style="list-style-type: none">The CDC team is updating the CDC Mission Statement draft and it will be available at the next CDC meeting on 12/5/18. The CDC team provided a copy of the draft for review and feedback.Review of Disparities:<ul style="list-style-type: none">Discussed that disparities in Gender Spectrum are difficult to quantify as historically there is little to no tracking of non-binary gender identity.Access to Behavioral Health Services:<ul style="list-style-type: none">Discussion of importance of open mindedness. Debbie Swayze, a CDC stakeholder, expressed that some people consider social workers and	-Melinda Driggers will give an overview of the mission statement and competence plan at the next meeting.	-12/5/18

	<p>other county workers as “the enemy” and may come across as distant/gruff. It takes time for some clients to open up. She stressed the importance of not taking the differences in culture personally as the worker and be mindful that the client has had different cultural experiences that form their viewpoint (e.g. historical trauma).</p> <ul style="list-style-type: none"> • Areas of Concern: <ul style="list-style-type: none"> ○ No concerns rose at this time. 		
5.	<p>Discussion of Gender Spectrum:</p> <ul style="list-style-type: none"> • The speaker provided a review of the spectrum of genders and provided definitions of different sexual identities. <ul style="list-style-type: none"> ○ The presentation explained that someone’s gender and ability to express their identity freely directly relates to their ability to thrive. ○ When providers are equipped with the right terminology they are better able to be accessible and respond to the needs of a broader range of individuals. 	-See attached slides.	
6.	<p>Improving Cultural Responsiveness:</p> <ul style="list-style-type: none"> • <i>What is being done to improve cultural responsiveness?:</i> <ul style="list-style-type: none"> ○ There are more opportunities to take the Gender Spectrum training to raise awareness. • <i>Discussion of experiences with Mendocino County Behavioral Health Service Providers cultural responsiveness (positive & negative):</i> <ul style="list-style-type: none"> ○ See discussion in section 4 in Access to Behavioral Health Services. • <i>Discussion of strategies & ideas to overcome disparities, improve access, and improve client care:</i> <ul style="list-style-type: none"> ○ Comment made that the definitions of gender expressions would be a helpful tool for all providers because it would open up trust for clients and avoid misidentifying them. • <i>Other public feedback:</i> <ul style="list-style-type: none"> ○ More interactive trainings and activities are more desirable than just lecture style presentations. 		

	<ul style="list-style-type: none"> ○ Suggestion of incorporating a discussion about practicing open-mindedness regarding other individuals' cultural experiences, and cultivating trust between the county, providers, stakeholders and clients in these meetings. 		
7.	Upcoming Training Opportunities: <ul style="list-style-type: none"> • No upcoming trainings scheduled at this time. 		
8.	Next Meeting Information: <ul style="list-style-type: none"> • <i>Wednesday, December 5, 2018</i> • <i>Redwood Coast Senior Center: 490 N Harold Street, Fort Bragg, CA 95437</i> • <i>12:30 – 2:30 pm</i> 		