

# Minutes



## Cultural Diversity Committee

Date: 12/05/18 | Time: 12:30 – 2:30 pm | Location: Redwood Coast Senior Center

Melinda Driggers

Rebekah Anthony

Donna Schuler

	Discussion Item	Action/Next Steps/Who	Complete Date
1.	<b>Review of Prior Meeting Minutes 10/10/18</b> <ul style="list-style-type: none"><li>Approved</li></ul>		
2.	<b>Follow Up Items</b> <ul style="list-style-type: none"><li>No follow up items at this time.</li></ul>		
3.	<b>Introduction, Purpose of Meeting, &amp; Handouts</b> <ul style="list-style-type: none"><li>Melinda introduced the Cultural Diversity Committee and reviewed the Cultural Diversity Mission Statement.</li><li>Handouts: Minutes, Agenda, CDC Schedule, CDC Mission Statement, CDC Surveys, and Cultural Competency Plan.</li></ul>		
4.	<b>Mission, and Cultural Competence Plan Review/Discussion</b> <ul style="list-style-type: none"><li><b>Mission &amp; Feedback</b><ul style="list-style-type: none"><li>Feedback: The idea of a Cultural Diversity Committee is good. More County employees and providers should attend the meetings to be aware of disparities.</li><li>Question concerning whether the demographic information being collected accounts for other cultural groups such as Pakistanis, and Filipino individuals.</li></ul></li><li><b>Review of Disparities</b><ul style="list-style-type: none"><li>Melinda presented the disparities between ethnicity/race, language, and age in Mendocino County in the Implicit Bias Power Point.</li></ul></li><li><b>Access to Behavioral Health Services</b><ul style="list-style-type: none"><li>Discussion about whether public health refers clients to mental health services, and obstacles connecting the public with services in general.<ul style="list-style-type: none"><li>Discussion of difficulty of advertising and making clients aware of available services.</li></ul></li></ul></li><li><b>Areas of Concern</b></li></ul>	-See attached presentation.	

	<ul style="list-style-type: none"> <li>○ Discussion of importance of collaboration between different Mendocino County departments (Mental Health, Public Health, etc.) in referring clients to necessary services. <ul style="list-style-type: none"> <li>▪ Other departments should be aware of the services offered throughout the county, and trainings that would help employees provided better assistance such as Cultural Competency trainings.</li> </ul> </li> </ul>		
5.	<b>Mini Training &amp; Discussion of Implicit Bias</b> <ul style="list-style-type: none"> <li>• Key terms: stereotype, prejudice, discrimination, and cultural competence.</li> <li>• Discussion of how implicit bias affects an individual's behavior subconsciously (e.g. people assume that a hurricane is less dangerous when it is named a female sounding name, verses a male sounding name).</li> <li>• Discussion of Implicit Bias being more common than Explicit Bias, and less obvious than Explicit Bias.</li> <li>• Individuals can avoid Implicit Bias by becoming more aware of their own beliefs, motives, and behaviors.</li> <li>• Individuals with serious mental illnesses have Implicit Biases directed toward them in the form of assumptions that they are: <ul style="list-style-type: none"> <li>○ Dangerous</li> <li>○ Incapable</li> <li>○ Unintelligent <ul style="list-style-type: none"> <li>▪ These assumptions are destructive because it prevents people from seeking out services, and propagates misinformation about mental illness.</li> </ul> </li> </ul> </li> </ul>		
6.	<b>Improving Cultural Responsiveness</b> <ul style="list-style-type: none"> <li>• <b><i>What is being done to improve cultural responsiveness?</i></b> <ul style="list-style-type: none"> <li>○ There are more trainings being offered in order to dispel stigma surrounding mental health, inform the community, and better equip mental health providers.</li> <li>○ There are events and health fairs during May is Mental Health Month, and Suicide Prevention week in September.</li> </ul> </li> <li>• <b><i>Discussion of experiences with Mendocino County Behavioral Health Service Providers cultural</i></b></li> </ul>		

	<p><b><i>responsiveness (positive &amp; negative)</i></b></p> <ul style="list-style-type: none"> <li>○ Discussion of many providers and community members are not aware of cultural or mental health trainings that they could benefit from. Trainings should be better publicized or required for providers to attend. <ul style="list-style-type: none"> <li>▪ Response that Behavioral Health Staff do publicize these meetings on the building and via email to stakeholders, but is gathering feedback about other viable options.</li> </ul> </li> <li>○ Question about whether CDC could utilize social media to publicize cultural trainings and events. <ul style="list-style-type: none"> <li>▪ Challenges with using social media are preserving confidentiality.</li> </ul> </li> </ul> <p>• <b><i>Discussion of strategies &amp; ideas to overcome disparities, improve access, and improve client care</i></b></p> <ul style="list-style-type: none"> <li>○ Discussion of making more cultural trainings mandatory for providers and county employees in order to have better informed care.</li> <li>○ Discussion of collaborating with other Mendocino County departments for trainings.</li> </ul> <p>• <b><i>Other public feedback</i></b></p> <ul style="list-style-type: none"> <li>○ No other feedback at this time.</li> </ul>		
7.	<p><b>Upcoming Training Opportunities</b></p> <ul style="list-style-type: none"> <li>• No new training opportunities at this time.</li> </ul>		
8.	<p><b>Next Meeting Information</b></p> <ul style="list-style-type: none"> <li>• <b><i>Wednesday, February 27, 2019</i></b></li> <li>• <b><i>Willits Integrated Service Center – Atlantic Room (472 E. Valley St., Willits, CA 95490)</i></b></li> <li>• <b><i>3:30 – 5:30 pm</i></b></li> </ul>		