

# Diversity & Equity Council Strategic Planning Meeting

January 7, 2022



SAN MATEO COUNTY HEALTH  
BEHAVIORAL HEALTH  
& RECOVERY SERVICES





# Agenda

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Introductions & ice breaker

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DEC overview

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-Break-

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Break Out Groups

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Large Group Discussion

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Next Steps

What are you looking  
forward to in 2022?

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# Cultural Humility Group Agreements

LISTEN AS IF THE SPEAKER IS WISE; LISTEN  
TO UNDERSTAND  
PRACTICE "I" STATEMENTS WHEN SPEAKING  
OKAY TO RESPECTFULLY DISAGREE  
TAKE RISKS  
NO PRESSURE TO SPEAK  
BE DISCIPLINED ABOUT NOT MAKING  
ASSUMPTIONS  
NO BLAMING, NO SHAMING  
CONFIDENTIALITY IF STORIES ARE SHARED  
COURAGE TO INTERRUPT IF SOMETHING IS  
GOING AMISS OR BEING LEFT UNSAID: MAKE  
THE INVISIBLE VISIBLE  
VOICES, THOUGHTS, IDEAS, EXPERIENCES  
WELCOME  
PAY ATTENTION TO WHAT MOVES YOU: USE  
OOPS AND OUCH



SAN MATEO COUNTY HEALTH  
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# DIVERSITY & EQUITY COUNCIL

1

1998

Staff members formed the state-mandated Cultural Competence Committee

2

2009

Cultural Competence Council & Office of Diversity & Equity established

3

2010

First Cultural Competence Committee Strategic Planning event

4

2011

Funding for Health Equity Initiatives Co-Chairs

5

2017

A Ten Year Review

6

2020-  
PRESENT

COVID Response

**A brief history**

**California Department  
of Mental Health  
Requirement**



The county [must have] Cultural Competence Committee, or similar group that **addresses cultural issues**, has **participation** from cultural groups, that is reflective of the community, and **integrates** its responsibilities into the mental health system.

**San Mateo  
County BHRS**



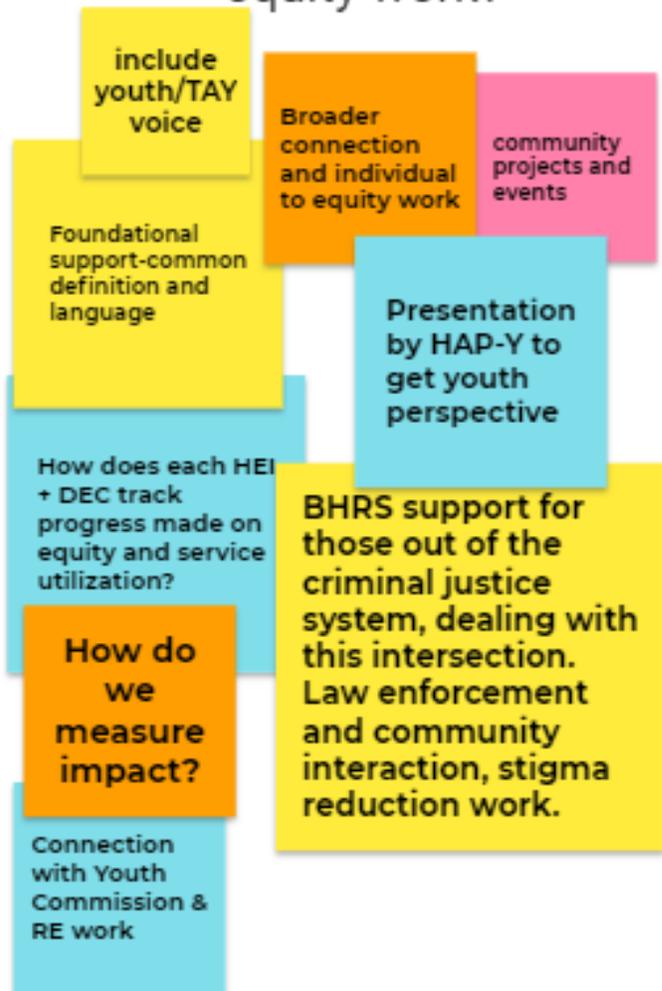
**The Diversity & Equity Council:** serves as an **advisory board** to assure San Mateo BHRS policies are designed and implemented in a manner that strives to **decrease health inequalities and increase access to services.**

Shift the paradigm to **incorporate cultural competence and cultural humility**...to advance equitable care



1. Advisory board work-connection with SMC BHRS Leadership
2. Collaboration and guidance for the Health Equity Initiatives
3. Forum for cultural competence questions from community-based organizations
4. Hub of information and resources for community members

## What is our connection to County equity work?



## HEI support/ collaboration



## CBO support/ collaboration



**Break**



# Break Out Groups

1. Connection with SMC BHRS
2. Collaboration and guidance for HEIs
3. Cultural competence support for CBOs
4. information and resources for community members

Group  
feedback/discussion

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## Next Steps

Strategic Plan  
Update in February

Closing activity



**Thank you!**

