

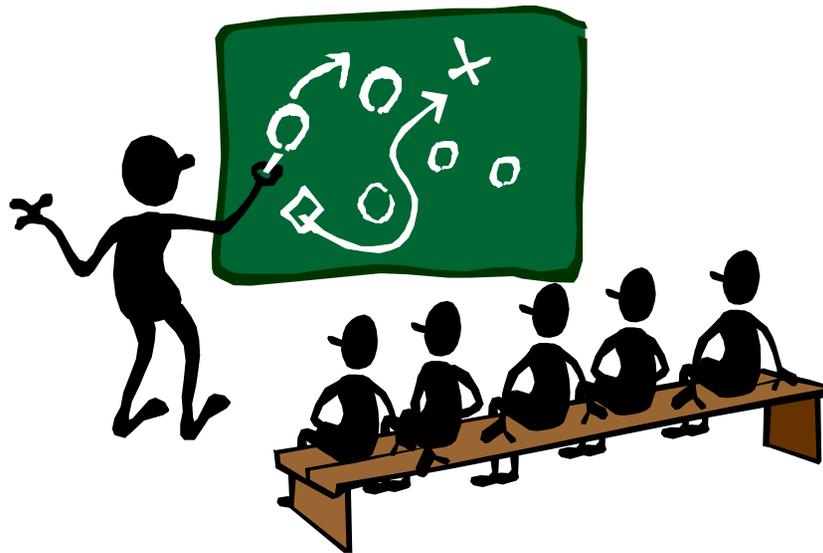
STRATEGIC PLANNING

Diversity and Equity Council

June 12th, 2015

OUTLINE

- Review goals for 2014-15 year and look at specific actions taken to address each area
- Receive feedback from group on areas of growth
- Introduce goals for 2015-16 and next steps
- Meeting dates and topics overview



LONG-TERM OUTCOMES

- Increased ability of mental health and substance abuse services to serve populations in need
- Paradigm shift to incorporate cultural competence and cultural humility at the city, county, and state levels



DEC GOALS FOR 2014-15

- Increase input in program/policy development
 - Example: Digital Story Telling, MHFA
 - How to make services more culturally adaptive/relevant.
 - collaboration with HEIs to create and screen stories as a way to showcase diverse experiences with mental health and substance abuse related challenges and recovery.
 - Learning from these collaborations to adapt activities/workshop to better suit the needs of specific communities
 - In 14-15, DEC provided input in the MHSA process
 - In 14-15, DEC provided feedback on developing the workforce development plan



DEC GOALS FOR 2014-15

- Communicate unmet needs and barriers to access services
 - Reports from initiatives to address specific needs and barriers
 - diversity dialogue: provided opportunity for providers and initiatives to receive feedback and share their progress



2014-2015 TOPICS AND ACTIVITIES

- Providing culturally appropriate AOD services
 - Conducted a training needs assessment survey as part of September Recovery Month
 - identified training gaps (results to follow) and provided feedback to workforce development to inform planning
- CBO Internal Cultural Competence Committees
 - Jonay presented on Caminar's internal efforts
 - Jei and Jade presented on progress and standards
- Increase involvement in state-wide initiatives
 - CA Reducing Disparities Report (Sep/Feb)
 - Each Mind Matters (Oct)
 - NAMI California (Nov)



TRAINING NEEDS ASSESSMENT

- This survey will help the San Mateo County's BHRS Diversity and Equity Council (DEC) identify opportunities for Mental Health and AOD providers
- **1. Please check which communities you feel your organization best serves (these communities have been identified as underserved/ inadequately served communities).**
 - 68% (25) Latino 46% (17) African American 41% (15) Spiritual 38% (14) LGBT 38% (14) Pacific Islander 27% (10) Filipino 22% (8) Chinese 22% (8) Disability Community 19% (7) Native American (0) Other: _____
- **2. Please check which communities you feel your organization needs additional support to best serve.**
 - 41% (15) LGBT 39% (14) Spiritual 35% (13) Native American 32% (12) Chinese 22% (8) Pacific Islander 19% (7) Filipino 19% (7) Latino 14% (5) African American 14% (5) Disability Community 5% (2) Other: Undocumented population, TAY, Middle Eastern
- **3. What type of support do you feel would be most effective?**
 - 62% (23) In-person training 46% (17) Written material (brochure, handouts, etc.) 43% (16) Video 32% (12) Online trainings (i.e.: webinar) 27% (10) Webpage or website



15-16 GOALS / TOPICS

- Bring in state and national current events/policies and create a space for members to discuss their effects on local communities (ex: Ferguson, immigration, etc)
- Create a opportunities to provide input regarding
 - Existing policy/programming
 - Future policy/programming
 - Unmet needs and barriers (gaps in services)
- Plan and implement kick-off event
 - Grow number of consumers and community members in attendance
 - Increase cohesion with other May efforts across county



15-16 ACTION ITEMS

- Invite system leaders to attend DEC meetings
- Send minutes from meetings to system leaders/stakeholders
- Continuing Diversity Dialogue
- Starting a “In the News” segment to encourage ongoing conversation about topics related to serving diverse populations
- Discuss ways cultural factors could be incorporated in MH/SA trainings
- Continue to invite MH/SA community partners to present on resources/best practices
- What else??



DIVERSITY DIALOGUE

- Dedicated amount of time at each meeting
 - How have you engaged the community you serve?
 - What have been some of the barriers to engagement?
 - How can the DEC support your work with diverse communities?



NEW SEGMENT: IN THE NEWS!

- In the past month, what news story has grabbed your attention??
 - Information relevant to serving diverse communities
 - Events impacting our communities in San Mateo County
 - Policies impacting our communities in San Mateo County
 - Is there any opportunities for us to take action?



INPUT / FEEDBACK



2015-2016 SCHEDULE

SAVE THE DATES!

- July 10 (date moved due to July holiday)
- Aug 7
- Sept 4
- Oct 2
- Nov 6
- Dec 4
- Jan 8 (date moved due to NYE holiday)
- Feb 5
- March 4
- April 1
- May (no meeting due to May event)
- June 3 Strategic planning

