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 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