

# Summary

## Merced County Behavioral Health and Recovery Services Cultural Competency Committee

February 20, 2020

10:00am

Behavioral Health & Recovery Services  
301 East 13<sup>th</sup> Street, Merced

### Present:

Alyssa Castro, Ker Thao, Belle Vallador, Tria Vang, Nancy Reding, Sandra Sandoval, Patti Kishi, Griselda Vazquez, Marilyn Mochel, Karina Soto, Jovana Perez, Vong Chang, Anna Santos, Heydi Herrera, Fernando Granados, Cristian Santos, Caitlin Haygood, Clovia Barboza, Sharon Jones

### Presentation and Discussion:

*All Members*

#### I. Check-in/Conocimiento

The group completed self-introductions, stating names and agencies.

#### II. Approval of Minutes

The approval of minutes for December 19, 2019, was motioned/seconded (Nancy Reding/Belle Vallador) and carried.

#### III. Discussion on Cultural Competence Goals 2020

Sharon Jones asked what we would like to see as a goal for Cultural Competence.

Marilyn Mochel thinks we need to highlight what we mean by cultural competence. Depending on our background, competence means different things.

Belle Vallador said her opinion of cultural competence is having enough knowledge and confidence to serve a multi-cultural community like ours.

Vong Chang asked, when we do feel like we are lacking cultural competency, how do we turn to our community partners and pull their knowledge, to improve our system of care.

Sharon Jones suggested we bring a definition to the next meeting that guides the goals of the Cultural Competency Committee. We should have a definition that comes from this group.

Nancy Reding thinks it's important to keep ourselves open and to identify our own inadequacies, as far as cultural competency.

Griselda Vazquez feels like there are so many subcultures within each culture, and just because you identify with one culture, it doesn't mean you have the expertise to serve. Culture humility plays a role because we don't always carry the knowledge because we feel we belong to a certain culture. Sharon Jones agreed that we cannot speak for the whole cultural group.

Sharon Jones reiterated that we are going to have our guiding definition first, then we are going to talk about goals. For the next meeting, Sharon is going to bring in sample definitions, then we can build from there.

Anna Santos asked if we are looking at changing the name of the committee. Sharon responded that she thought about that. There are a lot of other counties that have changed their committee name.

Griselda Vazquez added that once we define what we mean by cultural competence, then we can go from there.

Fernando Granados said that Stanislaus County changed the name of their committee, so that the name was more aligned with the goals. If, as a committee, we are also looking at social justice and equity, then it would make sense to change things for what the purpose of the committee is.

#### IV. Discussion on Updating Cultural Competence Training Requirement

Sharon Jones said that currently we have a 16 hour mandatory training. We are looking at changing it to 32 hours over the first two years, then an 8 hour refresher each year after that. We are possibly going to be changing that in our contracts. It's not official yet, but once it gets official, Sharon will bring it back to this committee.

Griselda Vazquez asked if that would be mandatory BHRS training or if outside training would count towards the hours needed. Sharon Jones stated that she thinks definitely the 16 hour BHRS training would be required, then you would have to show proof that you attended other trainings.

Fernando Granados asked if there would be an approval process for trainings. Sharon responded that she thinks so.

#### **V. Discussion on Cultural Competence Report (QIC)**

Sharon Jones thought we may need to come up with a template for things she needs to report on at the Quality Improvement Committee. She asked what should be the components of what she reports. She usually reports on trainings, and anything that comes from the state, as it relates to the cultural competency plan. Sharon asked what you would like to see in the Cultural Competence report.

Marilyn Mochel thinks it needs to be linked to quality improvement, so as the goals are developed, ask programs how they're implementing and improving the cultural responsiveness for different populations.

Vong Chang mentioned that the county just went through two state audits, the EQRO and Tri-Annual. He was wondering if there could be a summary of the findings around cultural pieces of the audits. They could be used as areas of focus for the Quality Improvement Committee.

#### **VI. Ending Mental Health Stigma Campaign**

Sharon Jones mentioned that the Ending The Stigma campaign is still continuing.

Marilyn Mochel added that NAMI received a mini grant to do an event for Spanish speakers. She said NAMI will want to coordinate efforts for the event, which is taking place at the end of May.

Sharon Jones mentioned that we are looking at trying to secure Kevin Breel for the Outcomes Event, hopefully taking place on May 13.

#### **VII. Discussion on Building a Culture of Lifelong Learning**

Sharon Jones asked that for the next meeting, we think about how we can build a culture of lifelong learning. We need to make sure we are using the right pronouns and make sure we aren't offending anyone.

#### **VIII. Health Equity Tool**

Marilyn Mochel said there is a whole list of vulnerable populations on the Health Equity Tool, maybe we could look at the list, and think in terms of cultural trainings. Often our cultural trainings are focused on specific racial groups or ethnic groups, but it is much broader groups that we really need to be aware of how we interact. Griselda Vazquez asked for an example of the population we could focus on. Marilyn mentioned the homeless.

Griselda Vazquez added that when she thinks about what's going on in the community, its homelessness, and we aren't even addressing it.

Heydi Herrera with Golden Valley Health Centers, said that if we are going to focus on the disparities of the county, then we know we have a problem with homelessness and there are some stigmas around that. We have a county with a large population of immigrants and a lot of these individuals are undocumented. She feels we are lacking in the resources and even the education. That in itself is a disparity in the services we are providing. Heydi asked, are we serving the true community members of this county. Heydi also mention the opioid epidemic and how Merced County is lacking in acceptance.

Fernando Granados added that when looking at the goals of the committee, we should also look at the purpose of this committee. We could make this a working committee that gives recommendations to the department. If there is a need for an opioid coalition, then we can let the department know, in hopes of one being established.

Nancy Reding commented that addressing issues is important, but doing something about the issue is just as important.

Alyssa Castro added that cultural competency is a lifelong process of understanding. We need to consider the age of ethnic demographics. Youth culture is something that needs to be considered when trying to reach young people.

Marilyn Mochel suggested that maybe programs can report on how they are going to address certain populations. She added that at the next meeting she can walk us through the Health Equity Tool.

**IX. Program Reports and Updates**

No items mentioned.

**X. Possibilities and Success Stories**

Agenda item tabled.

**XI. Next Steps**

Sharon Jones reminded the group that at the next meeting we will have Marilyn Mochel explain the Health Equity Tool and we will craft our guiding definition for this group.

**XII. Adjourned**

Meeting adjourned at 11:00 a.m.