

CECLC Meeting Minutes
June 20, 2014
11:30 – 2:00
Wilder Foundation

Members Present: Pam Cosby, Nathan Moracco, Kamaludin Hassan, Maria Sarabia, Mitchell Davis Jr., Paula Haywood, Senator Tony Lourey, Pahoua Yang, Dave Haley, Titilayo Bediako, Yende Andersen, Vayoung Moua, Bauz Nengchu

Members Absent: Rev. Janet Johnson, Pa Lor, Sarita Ennis, LaRone Greer, Saciido Shaie, Hector Garcia, Anna Mazig, Hassan Samantar, Edward McDonald, Kamala Puram, Muriel Gubasta, Ann Hill, Sen. Michelle Benson, Rep. Tom Huntley, Rep. Tina Liebling, Rep. Tara Mack, Sen. Julie Rosen, Sen. Kathy Sheran

DHS Staff: The Commissioner - Cindy Jesson, Antonia Wilcoxon, Mee Cheng, Denise Flock, Brian Ambuel, Katie Bauer (DHS)

Guests: Brian Balk (DHS), James Chang (BCBS)

1. **Welcome, Introductions, community updates:** Pam Cosby called meeting to order at 11:40am. Council members and guests introduced themselves.
2. **Review Minutes from May 16, 2014:** Discussion of minutes. There was no quorum to vote on minutes from May 16.
3. **Review Agenda for June 20, 2014:** Discussion of Agenda. There was no quorum to vote on agenda for today, June 20 meeting.
4. **Welcome Commissioner Jesson:** Went back around to introduce everyone and where they are from. Cindy thanked everyone for inviting her to attend the meeting. Cindy made a suggestion regarding implementing policies. She would like to make sure we are getting input from the community and we are being more proactive about including the community with our proposals. She wanted to come and thank everyone for their work and to hear the conversation of the committee. And then talk collectively on how we can improve.
5. **Subcommittee Reports:**
 - a. **Research Evaluation Subcommittee** - Paula Haywood spoke on behalf of this committee. Our theme and motto is “What Gets Measured Gets Done”. Handout was distributed and reviewed. If you would like copies, please contact Paula Haywood.
 - i. Often all cultures get put into one big community. But each needs to be identified separately.
 - ii. Comment: Has committee identified states or localities currently doing good jobs in which we could learn from?
 - iii. Examples of Evidence Based Research Efforts – Community perspectives were listed at the back of the Power Point. Kirwan Institute for Study of Race and

Ethnicity is the one source found to have valuable information. New Orleans Foundation has information and also, using New Orleans area community after disaster while trying to rebuild community.

There should there be more examples of what has been done or stress why it is important. Talk about our own individual perspectives.

- iv. Sen. Tony Lourey talked said for members to remember as you develop reports to be explicit to some of the importance of this so legislators know. We do what we measure. If we are going to make new payment models work we have to measure the population that shows up in these models and is attributed to those models otherwise they will not understand this dynamic. Make a very strong economic case when putting reports together.
- b. **Brian Ambuel (DHS Intern for Antonia)** will be working with members of the subcommittees to compile all of the contributions so they have summary of subcommittee input.
- c. **What are some barriers you are running up against?**
 - i. Some use the excuse of...not cost affective to do a study on small communities. They generally say they cannot afford to do those studies.
 - ii. Priority challenges
 - iii. Scientific challenges
 - iv. When talking about how important to self-identify community, they get pushed back to government data; not showing the division in cultural groups. “Our systems only report on.....clumped together.” The systems don’t allow to break it down so they cannot get that. No one is willing to do it. Some want to know where this is happening elsewhere.
- d. **Leadership Subcommittee Report:**
 - i. Really focusing on leadership. Acknowledge the existing effort, leadership.
 - ii. Equity should be built into your accountability whether you are high level staff or fresh out of school.
 - iii. At all levels of experience, this is part of your job.
 - iv. Whether it is in the hiring or in your performance reviews.
 - v. Equity is not just a lofty principle; you imbed it into the way you function.
 - vi. How do we imbed in each annual performance evaluation? Performance on equity and job function. Scoring system on equity? How do we develop a concrete score for accountability in equity?
 - vii. Make sure DHS is creating pipeline before they even touch the doors of DHS. So the scope of the work is already built into the formal education system as well as into your deep community engagement. Pipeline feeding into DHS.
 - viii. Make sure you lift up diverse leaders within DHS. Make sure there are formal tracks for the “Mee Chengs”, to someday become an executive leader if she wants to.
 - ix. Sen. Tony Lourey – Think about creating an Equity Cabinet.

1. A type of committee structure in the legislature could be very helpful. Just haven't figured out how to address that.
 2. Getting together as an equity committee to review the policies on the front end to put them into law.
 3. This leadership group could help with this effort. He would love to get some input on how you think that might happen. To insert equity into our evaluations as we weigh new policies; what are the effects on an equity agenda so it doesn't get lost.
 4. If it touches judiciary, health policy, finance, etc. If there is an equity component it should be pulled through equity committee. He very much welcomes some brain power as to how that would work.
- x. We have fiscal notes – what about equity notes?
 - xi. Cindy appreciates that some of these points are concrete and already trying to put them in place. Important to have some concrete key notes. To be able to say, we recommended this and we did this. Leadership is such a key component. We need people thinking about that at every turn for diversity. There is a new diversity recruiter and maybe they should get some input from this council or certain subcommittees.
 - xii. Keep those who have retired in the loop for advice on equity. They would make great mentors.
 - xiii. Trying to think about how we structure jobs at county level and DHS level – how to be streamline and productive all the time. Spend as much time with community that we are serving. Get out there and engage in conversation. How do we give ourselves the space to do this work so we can learn? Busy in our offices and with meetings, it is difficult to actually go out and talk to the communities.

e. **Community Health and Health System Subcommittee Report:**

- i. The challenge has never been writing more for their committee, it is write less. Trying to pull dissertation together that doesn't make people dizzy.
- ii. Our groups focus is to "Be better, feel better and get better".
- iii. Focused on two areas: Looking at how people access care and the other is how care is provided. Use triple aim as a guide; improve the experience of care, improve the health populations, reduce long term per capita cost of health care.
- iv. The populations we are talking about are over utilizers of hospitalization, in patient treatment, child care, etc.
- v. Looking at the investment up front.
- vi. We think about this as investing in cultural appropriate preventative care that is community and family based.
- vii. To reduce stigma.
- viii. Reduce barriers.
- ix. Intended and unintended consequences of what we put into place.

- x. Successful access point for some of our communities that are harder to reach. Recognize that not everything has gone to pot. We have had some great successes. Examine those.
 - xi. Need help to look at how we make incentives to serve high need populations. And training and hiring cultural competent providers and culturally competent services.
 - 1. Ex: Current work that has been done in this state on substance abuse treatment and looking at some various specific successes that go on. Can that be done elsewhere in health care services.
 - xii. We are going to need help on the research team to help with this. Have not yet gone out and looked at success stories. Want to replicate from the bottom up. There is some wisdom in our communities around what seems to work and what doesn't. They need to look at that.
- f. **Awareness Subcommittee Report:**
- i. 11 categories of what a better world might look like:
 - 1. Try to make better connections to groups who don't have as much access to programs and services as we would like.
 - a. Challenges due to language, access to computer, computer illiteracy, work hours, etc.
 - b. Perhaps having some sort of dedicated staff to help make connections. Linkage Lines is an example.
 - 2. Develop broad public awareness
 - a. Make the general public more aware
 - b. See the positive changes that have been happening and use those to motivate to be more involved.
 - 3. Create a cultural and linguistic tool kit for agencies and providers to help facilitate best practices and help spread that.
 - 4. Create another council like this with a legislative mandate to pull together representatives from large corporations/foundations, etc. Specifically to identify and support the local organizations having the skill and resources to help the local groups providing those services.
 - ii. Asked for assistance from Mee or Brian to help research both within MN and other states what has been done already. How do we identify and measure these kinds of things. Asked for assistants to provide baseline.
 - iii. Do you take into consideration what Echo is doing for outreach for ideas? ECHO community tv station, radio station, use it a lot when we need to get word out for diverse communities and backgrounds. Very efficient when talking to different cultural groups. Focused on limited English populations.
 - iv. ECHO is Emergency Community Health Outreach – they work very closely with DHS and other state communities.

6. Cultural and Linguistic Subcommittee Report:

- a. Antonia reviewed the report in the absence of committee members.

- b. More careful vendor selection – Interpreters that are appropriately trained.
- c. Needs to be certification to align with needs of organizations serving special needs.
- d. More transparency needed in eligibility determination.
- e. Empower/provide training and technical assistance to community-based organizations.
- f. Elevate the role that community health workers can play as building bridges to cultural barriers.

7. Brian Ambuel presentation:

- a. Brian has put together a template to use as we move toward formulating specific recommendations. Based off of the Washington State Equity Planning Tool.
 - b. Based on what people said at the last meeting Brian made a table that is an example of how you can think through the outline. It doesn't capture the scope of everything. He picked one policy and project that represented each subcommittee. Thought through some of the expected outcomes and targeted population. This is an example as to how the template can be applied.
 - c. He looks forward to working with each of you. We can move towards composing the report when complete.
 - d. Any ideas for Brian
8. It is important that the message of the community and council get accurately portrayed.
9. Everyone should have the workbook from the Washington State Department of Health.
10. Brian will be coming to subcommittees as much as time allows. Emails work too.
11. Evaluation handed out – feedback from these meetings. Denise and Mee will put together and provide feedback from the evaluation.

12. Public comment: None

13. Open Forum:

- a. Vayoung Moua – Tool kit being unveiled – intended to precede the session.
 - i. Health Equity in All Policies (H.I.A.P). Make sure it is speaking the truth to Minnesota. This tool can be leveraged to be used by this council
 - ii. I would tell The Commissioner she is going to get an invitation from us at the center to be part of that public launch.
- b. Antonia W. – Policy Fellowship – to those who can commit. Everyone must be together from the beginning to the end. You must commit to make all the meetings. Present to former mayor after finished. Opportunity for our council to learn about policy development and form the perspective of communities of color. Who might like to attend?
 - i. Paula Haywood, Pam Cosby, Pahoua Yang, Titilayo Bediako, Kamaludin Hassan, Vayoung Moua, David Haley, Yende Andersen
 - ii. He would like under 20 people.
 - iii. Antonia will communicate by email.

14. Maria Sarabia

- a. Did a presentation on HCA – meeting with two divisions that Nathan over sees. Brief presentation on how our work is taking place and how HCA applies to the work of the council.

15. Paula Haywood

- a.** Could we possibly get some type of update to administration and management of those on the committee so they know that they are contributing in the best interest of their organization? To let them know that the members are accomplishing good things. So they understand the accomplishments that are happening.
- b.** Send it to council members and they can share with their administrations.

16. Pahoua Yang

- a.** There is a meeting with Cultural Providers Network, Thursday, July 10 from 11 to 1pm. Place to be determined. Access to mental health and successes and shared challenges. What do we see in the field?

17. Special thank you to the DHS interns; Mee Cheng and Brian Ambuel. They do wonderful work.

Thank you to Anne Barry for pointing them in our direction.

18. Meeting adjourned at 2:00PM.

19. Next Meeting is July 18, 2014

20. Keep sending subcommittee materials!!