

**WORKFORCE EDUCATION AND TRAINING (WET) CONSUMER AND FAMILY MEMBER EMPLOYMENT
ADVISORY COMMITTEE MEETING MINUTES**

April 3, 2014
400 R Street, Suite 468
Sacramento, CA 95811
1:00 PM to 4:00 PM

Staff in Attendance		
Lupe Alonzo-Diaz, Deputy Director Linda Onstad-Adkins, Section Chief Michael Wimberly, Manager Sergio Aguilar, Analyst		
Committee Members In Attendance		
Angela Stocker Anne Fitzgerald Christa Thompson Cheryl Milgrom Cindy Clafin Darlene Prettyman Deborah Van Dunk Donna Matthews	Haydee Cuza Hector Ramirez Jane Adcock Jessica Cruz Kalia Mussetter Karen Lettau Kristin Dempsey Lisa St. George	Mavis Braxton Ruth Hollman Sandy Villano Sharon Kuehn Terry Lewis Tonya McCullom

Agenda Item Number	TOPIC	Discussion
1	Welcome and Introductions	<p>Ms. Alonzo-Diaz welcomed committee members and outlined the purpose of the meeting which is to begin discussing the framework for the expenditure of the \$10 million Consumer and Family Member employment funds over the next two years approved by the California Mental Health Planning Council (CMHPC) in the WET Five-Year Plan 2014-2019.</p> <p>Ms. Alonzo-Diaz clarified that this committee is not a peer certification committee. The commitment to the CMHPC was to invest in resources to support consumer and family member employment and that the implementation of peer certification will be an effort that will involve multi-governmental levels and entities.</p> <p>Ms. Alonzo Diaz provided an overview of the agenda items and instructions/ground rules for committee and public members participating in the room and on the phone.</p>

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		<p>Ms. Alonzo-Diaz provided background on the development of the WET Consumer and Family Member Employment Advisory Committee. OSHPD received approval of \$10 million by the CMHPC for consumer and family member employment over the next two-years and made a commitment to the CMHPC to develop an advisory committee to advise OSHPD on expending of those funds. Staff and Committee members in the room and on the phone introduced themselves.</p>
2	<p>Overview of Consumer and Family Member Employment Advisory Committee Roles and Responsibilities</p>	<p>Mr. Wimberly provided an overview of the committee roles and responsibilities document which can be found via the following link: http://www.oshpd.ca.gov/HWDD/2014/WET/WET-Consumer-Family-Member-Employment-Advisory-Committee-Roles-Responsibilities.pdf</p> <p>Mr. Wimberly reiterated that OSHPD wants an open and collaborative environment where everybody is able to share their thoughts and ideas.</p> <p>Ms. Alonzo Diaz indicated that OSHPD will be releasing request for proposals (RFP) for the \$10 million consumer and family member employment funding. She outlined that there are challenges with the complexity and details that cannot be discussed in our public advisory committee meetings due to the state procurement rules and processes. OSHPD will engage conversations to be fruitful in order to well inform OSHPD’s RFP development process but the committee does need to be careful to not discuss certain items such as eligibility, scoring process, funding amounts, criteria settings, among other levels of detail. OSHPD seeks to keep a process that allows for integrity and accountability and ensure that the committee’s discussions do not breach procurement rules. OSHPD’s commitment is to ensure a long term viability of this committee as we will also be discussing evaluation and outcomes of programs to the CMHPC within two years.</p> <p>Mr. Wimberly indicated that OHSPD staff will do its best to identify those discussion items that we should not be broaching and added that it is ultimately everybody’s responsibility, including committee members, to identify areas that we should be cautious of when they occur in order to keep the integrity of the process.</p> <p>An advisory committee member wanted to clarify that she heard that these are open public meetings and participating on the advisory committee would not preclude them from applying for program funding.</p>

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		<p>Ms. Alonzo-Diaz reiterated that the committee would need to be careful in our discussions to not breach procurement and contracting rules.</p>
<p>3.</p>	<p>Presentations on Previous and Current Consumer and Family Member Employment Activities and Initiatives:</p>	<p>Mr. Aguilar introduced representatives of Working Well Together who gave a presentation on the work they have been doing on the consumer and family member workforce for MHSA WET. The PowerPoint and accompanying presentation documents can be found via the following link: http://www.oshpd.ca.gov/HWDD/2014/WET/WET-Consumer-Family-Member-Advisory-Committee-WWT.pdf</p> <p>Mr. Aguilar introduced Sharon Kuehn who gave a presentation on the Peer Support Specialist Career Pathway developed via OSHPDs Career Pathways Sub-Committee process in 2013. The PowerPoint can be found via the following link: http://www.oshpd.ca.gov/HWDD/2014/WET/WET-Consumer-Family-Member-Employment-Advisory-Committee-Career-Pathways.pdf</p> <p>Mr. Aguilar introduced Jane Adcock who provided an update on the California Mental Health Planning Council's plans to develop a workgroup that focuses on identifying the road map for peer certification.</p> <p>A committee member indicated support for CMHPC's efforts on peer certification.</p> <p>Another committee member commented that she felt empowered and relieved on hearing of the peer specialist career pathways that was developed by the career pathways sub-committee.</p> <p>A committee member commented that she feels there are still issues with the career ladders in rural areas.</p> <p>Another committee member from a rural county commented that she feels the development of peer certification is a next logical step from the efforts counties have been working on. The committee member also commented that although training is needed to counties, what would also be more inclusive is collaboration with counties and CMHDA to develop tools to work together and not create an us-versus-them relationship.</p> <p>Another advisory committee member commented that the presentations need to be more accessible and we need to have technology that is accessible and functional to all those that want to participate in particular those with disabilities.</p>

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4	Discussion on Future WET Consumer and Family Member Employment Activities	<p>Mr. Aguilar provided a background of OSHPDs WET Five-Year Plan stakeholder engagement process and indicated that throughout that process there was much feedback provided by stakeholders on consumer and family member employment barriers and recommendations to address the barriers. He indicated that based on that feedback OSHPD developed three program buckets that covered the areas of major activities that can potentially be implemented through consumer and family member employment funding. Mr. Aguilar presented the buckets and provided an overview of the activities under the buckets. A document outlining the buckets and activities presented can be found via the following link: http://www.oshpd.ca.gov/HWDD/2014/WET/WET-Proposed-Consumer-and-Family-Member-Employment-Program-Bucket.pdf</p> <p>Mr. Aguilar stated that OSHPD wanted to hear from committee members on how they felt about those buckets and major activities within those buckets. Ms. Alonzo-Diaz reiterated that the first meeting was to develop the framework and that future meetings will be getting into the details of the framework.</p> <p>A committee member commented that we should also look at how to tie the different activities together and to have the activities build upon each other so they are easily accessible and attainable to peers. She also commented on the need to make sure that cultural inclusion and focus on underserved population should also be integrated across activities.</p> <p>A committee member commented on the support and development bucket and stated that we should also look at how to address barriers to employment, and include education partners in the last bullet under support and development.</p> <p>A committee member commented on the lack of understanding about employment, and outlined the different types of peer employment and peer services and the need to look at those differences. The committee member outlined that there are different evidenced-based practices for the peer employment and services. The committee member also stated that there should be prerequisites for training to identify individuals that have the ability and resilience to provide training and also be part of the workforce.</p> <p>Another committee member commented that the development of a professional organization is missing. She also indicated that another item missing is community-based organizational development for organizations that are hiring peers. This would help foster the notion that peer led organizations can be</p>
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	<p>developed to transform the system.</p> <p>Another committee member commented the need to train for behavioral healthcare programs. The committee member also identified the need to create learning collaboratives to give information to counties and others on how peer employment can look and help them create goals.</p> <p>A committee member also stated that training and development for counties and other organizations is also very important.</p> <p>A committee member commented that many peers are working in the system but that there are still many barriers around stigma which is an issue as many consumers are afraid to come out. The committee member commented that we also need to look at stigma reduction. Another committee member outlined the discrimination of consumers and family members which is a detriment to the health and well-being of consumers and family members.</p> <p>Another committee member outlined a recommended solution of educating all employers and creating policies and procedures to get the face of consumers and family members out to the public to reduce stigma and discrimination.</p> <p>A committee member commented on the need for a bucket for policy makers to be trained by peers.</p> <p>A committee member also outlined the importance of having HR and county council and administrators educated on consumers and family members and having individuals with lived experience provide the trainings. The committee member indicated that there should be a specific bucket for peer certification.</p> <p>Another committee member identified evaluation as an important element and asked if it should be its own bucket or be incorporated within the current bucket.</p> <p>Another committee member commented that it is difficult for peers to go into an environment where they are not appreciated. The committee member also stated the need to train people in those environments on peers so they can better understand each other and make the environment one in which peers feel comfortable working.</p>
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	<p>Another committee member asked why parents and caregivers were just referenced in one bucket. OSHPD staff replied that they will make the change to reference parents and caregivers within the other buckets as well.</p> <p>Another committee member identified barriers with background and scan systems for individuals with prior criminal records. The committee members also indicated there could be more internship and volunteer opportunities and that we should not only look at employment.</p> <p>A Committee member outlined the need to have greater accessibility across the board including in the workforce, in the meetings, and programs that are funded.</p> <p>Mr. Aguilar stated that OSHPD would like the committee members to recommend the priorities of the buckets which would help OSHPD determine which activities to focus on first in the next meeting and subsequent meetings.</p> <p>A committee member asked whether the additional information that was written in the white board would be placed under a bucket. Another committee member outlined concerns with prioritizing buckets as they did not want to lose the importance of the other buckets and activities.</p> <p>Mr. Wimberly noted that prioritizing helps OSHPD to focus on an area and get through all the buckets in the time frame of the committee meetings. The end result is not to just have a discussion but to provide OHSPD information that allows OSHPD to be actionable.</p> <p>A committee member asked what was meant by evaluation. Mr. Wimberly outlined that evaluation was for WET programs and activities and the impact of those programs and activities. A committee member indicated that evaluation should be a cross cutting element and other members agreed.</p> <p>Committee members had a discussion on the sharing of materials and some members were concerned about individual committee members sharing materials because there will be funding set for programs and there is potential for a conflict when sharing specific materials that could put others at a disadvantage or place a priority on certain strategies or models.</p>
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		<p>Mr. Aguilar outlined the steps that will be taken for prioritizing the buckets and indicated that due to the amount of time remaining in the meeting OSHPD would instead take all of the feedback received during the meeting, include that feedback in the buckets, and subsequently send a poll to the committee members with the revised buckets for committee members to individually vote on their priorities. This process will facilitate the prioritization and avoid rushed recommendations and also facilitate the process for those who attended by phone to also provide feedback.</p>
5	Public Comment	<p>A member of the public commented that they wanted to see where they can collaborate with the committee and learn with each other and expressed her interest in continuing to attend the meetings as a member of the public.</p> <p>A member of the public commented that we should look at goals for the different categories and measurements. The member of the public also asked why peer certification is not referenced within the buckets.</p> <p>A member of the public acknowledged that there are important linkages between the human resources issues that were referenced throughout the meeting and that they vary by county and many times depend on the leadership within those counties.</p> <p>A member of the public commented that there was a need for a youth representative on the committee.</p>
6	Adjournment	<p>Ms. Alonzo-Diaz provided some next steps that include having the next several meetings be focused on certain buckets. She also instructed staff to research adding a youth representative to the committee. The next meetings will be</p> <ul style="list-style-type: none"> • May 7, 2014 • June 10, 2014 • July 17, 2014 <p>The times for the meetings will be sent within the coming weeks.</p>