CYBHI Equity Working Group (EWG)

May 31, 2023
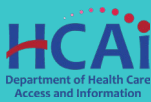
Agenda

A. Gather, Agenda Overview, Meeting Objectives   10 minutes

B. Summary of EWG Purpose, Charter, Activities and Accomplishments   15 minutes

C. Reflections, Insights, and Discussion of EWG
- Celebrating the Work of the EWG
- Break   65 minutes
- Discussion: Reflecting on the Work of the EWG

D. Next Steps: Carrying Forward the Work of the CYBHI EWG   20 minutes

E. Final Appreciation and Meeting Close   10 minutes

Meeting Objectives

- Provide a summary report of the work accomplished by the EWG in the context of its charter

- Recognize, honor and celebrate the work accomplished by the EWG

- Provide an opportunity for the EWG to provide feedback on what worked well and what could have been better

- Discuss next steps for how its work will be carried out and forward by CalHHS and members of EWG in other work

EWG Members (1/4)

- **Ahmadreza Bahrami**, Public Behavioral Health Division Manager/Equity Services Manager, Fresno County Department of Behavioral Health
- **Artenesha Jackson**, Program Manager, UCSF Benioff Children's Hospital Oakland
- **Christian Jacobs**, Project Policy Analyst, University of California, Office of the President Graduate and Undergraduate Equity Affairs
- **Christine Blake**, Product Owner, Center of Data Insights and Innovation (CDII), California Health and Human Services Agency
- **Constance Mitchell**, DNP, CPNP-PC, Open Door Community Health Center, Sorrel Leaf Healing Center
- **Donielle Prince**, Director of State Initiatives, PACEs Connection
- **Ebony Chambers**, Chief Equity and Partnership Officer, Stanford Sierra Youth and Families
- **Dr. Erik James Escareño**, CEO, Wombat Innovations, LLC
- **Erin Cabezas**, Licensed Clinical Social Worker, Behavior Specialist, Pittsburg Unified School District

EWG Members (2/4)

- **Ellie Lian**, State President, California Association of Student Councils
- **Greg Wohlman**, Principal, Tahoe Truckee Unified School District
- **Dr. Ivan DeJesus Alvarez**, Bilingual School Psychologist, Santa Barbara County Education Office
- **Imelda Padilla-Frausto**, Research Scientist/Commissioner, UCLA Center for Health Policy Research/LA County Mental Health Department
- **Janice Rooths**, Vice President, Parents Anonymous® Inc.
- **Juan Acosta**, Mental Health Advocate
- **Judith L. Perrigo**, Assistant Professor, UCLA Luskin School of Public Affairs, Department of Social Welfare
- **Kanwarpal Dhaliwal**, Associate Director and Co-Founder, RYSE
- **Kimberly Wayne**, Chief Equity and Inclusion Officer, Seneca Family of Agencies
- **Lishaun Francis**, Director, Behavioral Health, Children Now
- **Liz Harvey**, Founder and CEO, Behavioral Health Outcomes Data Services (BHODS)
- **Marielle A. Reataza**, Executive Director, National Asian Pacific American Families Against Substance Abuse (NAPAFASA)

EWG Members (3/4)

- **Dr. Martha Dominguez-Brinkley,** Senior Health & Equity Communications Strategist for the Office of Health Equity, California Department of Public Health (CDPH)
- **Mikah Owen**, Senior Director, Clinical and Academic Programs – Health Equity, UCLA-UCSF ACEs Aware Family Resilience Network (UCAAN)
- **Nancy Lam**, Equal Justice Works Fellow, National Health Law Program
- **Dr. Nina Moreno**, Senior Consultant, Seed Collaborative
- **Pamela Riley**, Chief Health Equity Officer, Assistant Deputy Director, Quality & Population Health Management, Department of Health Care Services – California
- **Dr. Robert Byrd**, Acting Deputy Director, LA County Department of Mental Health
- **Sandra Gallardo**, Executive Director, Associated Students, Inc.
- **Sara Bachez**, Deputy Director of External and Governmental Affairs, First 5 California
- **Shirley Yee**, Senior Director of Programs, YR Media
- **Stephanie Houston**, Assistant Superintendent, Innovation & Engagement, San Bernardino County Superintendent of Schools (SBCSS)
- **Vincent Pompei**, Education Consultant
- **Venus Esparza-Whitted**, Associate Governmental Program Analyst (AGPA, California Department of Social Services (CDSS)
- **Zofia Trexler**, California Youth Empowerment Network (CAYEN) Board Member/Peer Self Advocacy Trainer CAYEN/Disability Rights California

EWG Members (4/4)

- **Amanda Chavez**, Interim Behavioral Health Director – Indian Health Council Inc, Valley Center
- **Amanda Lawrence**, Research Scientist, Program Innovation and Evaluation Division – First 5 California
- **Artanesha Jackson**, Program Manager – UCSF Benioff Children's Hospital Oakland
- **Robert Harris**, Service Employees International Union (SEIU) California
- **Dr. Seciah Aquino**, Deputy Director – Latino Coalition for a Healthy California
- **Steve Zimmer**, Deputy Superintendent – California Department of Education
- **Jessica Holmes**, Chief Deputy Executive Director of the State Board of Education

Working Agreements

BE HERE NOW

- Start on time = End on time
- Show engaged behavior on camera (e.g., nodding head)
- Turn your camera on, if possible
- Try to limit multitasking when others are speaking

GET CLEAR – BE CLEAR

- Establish understanding use layman's terms, not clinical or jargon
- Avoid acronyms, use the full name of departments, research, and other shorthand
- Name the elephant in the room and explain your take on it
- Ask for clarification when concerns, disagreements, and tensions arise
- Connect ideas by restating or paraphrasing previous statement when adding comment
- Submit one comment or question at a time

MAKE SPACE – HOLD SPACE

- If you are someone who takes up a lot of space, allow or encourage others to take space
- Allow others to finish speaking before speaking/Don't interrupt someone who is speaking
- Use 'hand raise' feature whenever possible

GIVE GRACE

- Approach each interaction with the spirit of understanding and flexibility
- Give what you can while you're in the room
- Offer reminders and refreshers
- Everyone in the room is choosing to be a part of this body
- Everyone here is committed to this work and will demonstrate their commitment in a variety of ways

Summary of EWG Activities and Accomplishments

Accomplishments and Next Steps
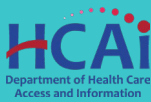
Purpose of EWG

- CYBHI Equity Working Group will advise CalHHS and its Departments on an equity framework for the initiative and make recommendations for applying the framework to embed equity into the processes, design, planning and implementation of the overall approach to the Initiative and the individual workstreams

- The equity framework will provide strategic direction to build a behavioral health system for children and youth that addresses current inequities

- CYBHI Equity Working Group will advise, guide, develop practical applications and recommendations, and help hold accountable and build capacity of the CYBHI in its effort to center and advance equity in the development and implementation of a reimagined behavioral health ecosystem for children and youth ages 0-25

- The Equity Working Group will particularly focus on children, youth and families that face the greatest systemic barriers to wellness and are disproportionately impacted by behavioral health issues, including children and youth of color, LGBTQ+ youth, low-income families, and children and youth from underserved communities

- Purpose and Description CYBHI Equity Working Group June 2022 (ca.gov)

Charter of EWG

To provide advice, guidance, tools and recommendations on embedding and advancing equity in the work of the CYBHI.

- Develop and help apply a recommended equity framework for the CYBHI, including an Equity Tool.

- Support the use of data to advance equity.

- Serve as thought partner and go-to resource on advancing equity through the work of the CYBHI.

|	Jun 2022	Jul 2022	Aug 2022	Sep 2022	Oct 2022	Nov/Dec 2022
2022 Key Markers	- EWG Announcement and Application process	- Selection of EWG Members - Pre-Meeting Survey on key elements of equity	**- EWG #1**	- Formation of Working Committees	- *Definition Committee* begins developing draft **Equity Definition** - *Framework Committee* begins developing key **Framework Pillars** **- EWG #2**	- *Definition Committee* develops final draft of **Equity Definition** - *Framework Committee* develops final draft of proposed **Framework Pillars** - *Synthesis Council* meets to develop agenda for **EWG #3;** generate ideas for *Data Committee* key objectives - *Thought Partnership Committee* first meeting

	Jan 2023	Feb 2023	Mar 2023	Apr 2023	May/Jun 2023	Jul/Aug 2023
2023 Key Markers	- *Framework Committee* begins work on developing ideas/elements for **Toolkit** **- EWG #3** - *Data Committee* Meeting #1 - *Definition Committee* work completes; sunset work once EWG adopts **Equity Definition**	- *Framework Committee* develops proposed **Toolkit** for discussion/adoption at **EWG #4** - *Data Committee* Meeting - *Synthesis Council Meeting* to connect dots, help plan agenda for **EWG #4,** provide guidance/support to chairs and committees as useful	**- EWG #4** - *Framework Committee* Meeting to finalize **Framework** and **Toolkit**; sunset work once EWG adopts **Framework** and **Toolkit** - *Data Committee* Meeting - *Thought Partnership Committee* Meeting	- *Synthesis Council* meeting(s) to debrief on **EWG #4,** connect dots across committee work; reflect on progress, accomplishments, process of EWG; ideas for next phase of engagement in equity work; development of agenda for **EWG #5**	- *Data Committee* meeting **- EWG #5**	- CalHHS/CYBHI ongoing reflection, assessment, planning time for next phase of work to embed and advance equity in CYBHI

Summary of Key EWG Activities and Accomplishments

- 5 EWG meetings & 2 optional briefings from August 2022-May 2023
- 24 EWG Committee meetings from October 2022-May 2023
- Development and adoption of an Equity Framework with a Working Definition of Equity, 6 Core Equity Pillars, Toolkit for applying the Framework, and extensive Resource List by pillar
- Provided detailed guidance to CYBHI evaluation partner on CYBHI 5-year outcomes goals, data metrics, approach to quantitative and qualitative evaluation including youth and community engagement
- Provided thought partnership and guidance to two key workstreams
- Creation of a space for candid, vulnerable conversations from multiple experiences and set of deepened relationships for working on equity
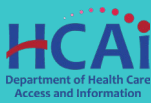
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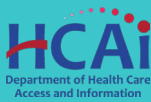
Celebrating the Work of the EWG

10-Minute Break

EWG Discussion Questions

1. EWG Member Reflections on Activities and Accomplishments of EWG

2. What about the EWG worked well and what could have been better/strengthened?

3. How are you finding potential connections between your work on the EWG and other work you are involved in?

Next Steps

Carrying Forward the Work of the CYBHI EWG

Next Steps: Applying Framework and Toolkit to Workstreams

- Definition, framework, toolkit and resources shared with cross department teams

- CYBHI teams have begun applying framework and toolkit to workstreams

- Formatting of final version for useability underway

- Final Framework document with Working Definition, Pillars, Toolkit and Resources will be posted on CYBHI Website

- Exploring coaching/TA/learning community efforts to support application by workstreams

- Exploring ways in which EWG thought partnership approach might be incorporated into ongoing efforts

- Departments looking at potential for use in other aspects of work beyond CYBHI

Next Steps: Incorporation into CYBHI Engagement Structures

- Formation of the CYBHI Evaluation Advisory Group to help center equity in evaluation work and processes with several EWG members serving on CEAG.

- Equity Framework and Toolkit shared with evaluation partner, Mathematica, to assist in incorporating equity into overall evaluation approach.

- Exploring how Equity Framework and Toolkit can be incorporated into efforts to strengthen and deepen children, youth and family engagement in the CYBHI.

- Some EWG members looking at how to use Framework and learnings into their own work on related initiatives

Final Appreciation