

Cultural and Ethnic Communities Leadership Council

MINUTES

SEPTEMBER 18, 2015

11:30 A.M.

WILDER FOUNDATION

COUNCIL CHAIR	Vayong Moua
ACTING CHAIR IN COUNCIL CHAIR'S ABSENCE	
TYPE OF MEETING	Regular monthly
NOTE TAKER	Dawn Duffy
ATTENDEES	Titilayo Bediako, Michael Birchard, Patricia Brady, Joni Buffalohead, Tenzin Dolkar (for Sia Her), Kamaludin Hassan, Rev. Janet Johnson, Pa H. Lor, Chelsea Magadance (for Sen. Sheran), Anna Mazig, Vayong Moua, Susie Nanney, Maria Sarabia, Saciido Shaie, Pahoua Yang
NOT IN ATTENDANCE	Annastacia Belladonna, Sen. Michelle Benson, Mitchell Davis, Jr., Rep. Matt Dean, Jill Kehaulani Esch, LaRone Greer, Muriel Gubasta, Dave Haley, Sen. Jeff Hayden (for Sen. Tony Lourey), Sia Her, Ann Hill, Rep. Tina Liebling, Rep. Diane Loeffler, Sen. Tony Lourey, Rep. Tara Mack, Edward McDonald, Rep. Rena Moran, Ahmed Mullah, Rep. Joe Mullery, Bauz Nengchu, Sen. Julie Rosen, Sen. Kathy Sheran, Nyagatare Valens
DHS STAFF	Anne Barry, Dawn Duffy, Anyamele Jane Frances, Carrie Vogelsang, Stephanie Cookie Walker, Antonia Wilcoxon
SPECIAL GUEST PRESENTERS	Justine Nelson, Heather Petermann, Virginia Zawistowski all of DHS Health Care Administration
PUBLIC	Don Jorovsky, Vorada Savenysenksa

Agenda topics

30 MINUTES

OPENING REMARKS

VAYONG MOUA

DISCUSSION
<p>We have complex lives. Share 1.) what your intention is today and 2.) something you've left behind.</p> <ul style="list-style-type: none"> • Antonia Wilcoxon <ol style="list-style-type: none"> 1. Brazil, thoughts of equity work, 2017 conference 2. Brazil • Susie Nanney <ol style="list-style-type: none"> 1. be fully present 2. Missouri trip with parents • Pa Lor <ol style="list-style-type: none"> 1. be focused 2. spreadsheets and email list at work • Rev. Janet Johnson <ol style="list-style-type: none"> 1. be focused and give this priority 2. husband • Dawn Duffy <ol style="list-style-type: none"> 1. listen and learn 2. time needed in mother role of teen son • Pahoua Yang <ol style="list-style-type: none"> 1. growing questions/concerns re: healthcare 2. cell phone at my desk, on purpose • Joni Buffalohead <ol style="list-style-type: none"> 1. be present, productive, effective, desire for more American Indian representation 2. marketing group activities at Blue Cross Blue Shield while they build tribal department • Kamaludin Hassan <ol style="list-style-type: none"> 1. connection, learn, concerns about healthcare issues 2. n/a • Michael Birchard <ol style="list-style-type: none"> 1. participate, stay informed

- 2. students wanting equity at North Hennepin Community College
- Titilayo Bediako
 1. clear direction from all of us
 2. Summer Griot festival was a lot of work, but also learned a lot and had a lot of community attendance
- Patricia Brady
 1. contribute better/more
 2. n/a
- Ana Mazig
 1. be present, which brings attention and focus to goals/outcomes
 2. work at the office
- Anne Barry
 1. be focused and a good listener
 2. time at the UofM
- Vorada Savenysenksa
 1. n/a
 2. left Seattle to work here
- Stephanie Cookie Walker
 1. get back into the swing of things
 2. combined role as mother to 18-month-old child and grad student
- Carrie Vogelsang
 1. listen and support the work
 2. UofM work
- Anyamele Jane Frances
 1. understand and learn more, because where she comes from in Nigeria, they don't have these same issues
 2. nothing
- Vayong Moua
 1. hold himself accountable, hear what the council says and connect all the dots
 2. baggage and micro aggressions so he can give attention to the office and civic engagement

MOTION TO APPROVE:		
MOTION 2ND:		
ACTION ITEMS (CHANGES TO MINUTES)	PERSON RESPONSIBLE	DEADLINE

5 MINUTES REVIEW MINUTES FROM 8/21/15 MEETING

DISCUSSION		
Michael Birchard was at the 8/21/15 meeting and the attendance needs to be updated.		
MOTION TO APPROVE:	Ana Mazing, with the change in attendance	
MOTION 2ND:	Reb. Janet Johnson, with the change in attendance	
Motion passes		
ACTION ITEMS (CHANGES TO MINUTES)	PERSON RESPONSIBLE	DEADLINE
Update to reflect that Michael Birchard was in attendance.	Dawn Duffy	

5 MINUTES REVIEW PROPOSED CURRENT AGENDA

DISCUSSION	No changes
Luchelle Stevens is not in attendance to discuss Managed Care Organizations Transition Brainstorming	

MOTION TO APPROVE:	Ana Mazing	
MOTION 2ND:	Sue Nanney	
Motion passes		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

40 MINUTES

DHS UPDATE RE: EQUITY POLICY

ANNE BARRY

DISCUSSION
<p>Per Vayong Moua, we need responses to the council's recommendations on the DHS equity policy. Our intent is to get our priorities into an "umbrella" policy. The DHS executive team has been vetting this and is working to get full buy-in for this deep cultural change. This is taking time to "nurture hearts and minds," but we must not be so patient that this doesn't work out. At the next council meeting, he welcomes a deeper dive and critique of the DHS equity policy (which he already thinks is "heavy duty"). He hopes DHS ratifies this by the end of 2015.</p> <p>Anne Barry reminded the group that council members met with the DHS Senior Management Team (SMT) members in March 2015 about three items – the equity policy, employment culture and charter. A response is forthcoming.</p> <p>Anne and DHS Deputy Commissioner Chuck Johnson shared the equity policy with the DHS executive team approximately six weeks ago. There wasn't much discussion. It was requested that the team read and understand the policy, as well as were told that we are fully committed to make this culture change. We are still working on how this will roll out. Our goal is to move into 2016 with staff training (which is one of eight issues recommended by the council).</p> <p>Contracts are being reviewed by Compliance re: compliance language on vendor selection from diverse communities..</p> <p>Next month, Anne wants to bring before and after examples of hiring activities, including environmental items that make employees stay.</p> <p>Titilayo Bediako raised concerns about the lack of racial diversity on the DHS executive team. She added that the recommendations that were presented to the executive team are items that DHS should be doing already/anyway. Titi asked if the council could make a presentation to the executive team and if a more diverse executive team could be requested.</p> <p>Anne said that these far-reaching equity changes will take time and they will use an "equity lens." In addition, the consequences of not moving forward in the equitable manner should be spelled out. Anne is talking to senior leadership members about what is expected of them.</p> <p>Anne agreed that the DHS executive team is mostly Caucasian, and shared that Luchelle Stevens was recently hired as the new chief of staff. The SMT is more racially diverse and more representative of those Minnesotans we serve.</p> <p>Vayong stated that this is why this equity work is important. He has been meeting with Chuck Johnson and the council will continue to work legislatively. The council wants to collaborate with DHS and set policies in place for the long haul. Vayong added that, after Gov. Dayton's term, we are not assured that leadership will be open to our goals. We don't have "staying power" right now.</p> <p>Anne believes that, to get this change, we need to tell people what we expect. She isn't involved in the hiring of the executive team – it was created in the last administration – but she believes we can do better.</p> <p>Vayong agrees that this can be done with scrutinizing hiring practices, "calling-out" the executive leadership team and putting equity language into the hiring policy.</p> <p>Anne talked about the creation of a charter for her new administration (she provided a hand out – "Charter of the Community and Partner Relations administration (CPR)") and talked about the work to create, monitor, support and develop culture changes across the entire DHS agency.</p> <p>Susie Nanney ask about benchmarks, measurements and evaluations.</p> <p>Anne turned the question around and asked the council what they wanted to see as measurements. She said that she doesn't want DHS to determine what the measurements are, she wants others to determine this. Anne added that they will be talking with staff, tribes and counties about this.</p> <p>Vayong asked about staff and budgets are. He added that Susie Nanney could be helpful to this process.</p> <p>Michael Birchard asked about the timeline.</p>

Anne said that she wants to follow-up with the DHS SMT before the end of the year, so that there will be an opportunity for the council to meet and provide measurement recommendations.

Vayong asked how DHs will ensure compliance.

Anne shared that there is a DHS compliance office. Also, Dr. David Everett has been hired and he can be part of this charter work. He works with diversity and inclusion activities in the Affirmative Action office. He came from MN.IT and is known for his quantitative and qualitative hiring practices work.

CONCLUSIONS

ACTION ITEMS

PERSON RESPONSIBLE

DEADLINE

Email the Charter to council members

Dawn Duffy

40 MINUTES

STUDY TO INVESTIGATE AND DEVELOP A HEALTH DISPARITIES PAYMENT ENHANCEMENT

JUSTINE NELSON

DISCUSSION

Guest Justine Nelson of the DHS Health Care Administration presented the work being done on healthcare payments. Heather Petermann and Virginia (Ginny) Zawistowski also were there.

Justine updated that, last session, a bill was passed that instructs the commissioner to investigate higher rates paid to providers that serve people with “not-so-good” outcomes. This was meant to be a way to level-out the playing field for providers and only uses DHS data.

They have not talked about sharing this information/data with providers.

Justine said that they have data on risk factors (access, poverty/economics, homelessness, vehicles, health, disabilities, language, immigration excluding from where, parenting resources, etc.). She said that lack of resources make it challenging for some people to get healthcare.

Vayong asked if they are tracking refugee status. Justine said yes and clarified that this is different than being an immigrant.

Michael Birchard cautioned that we be mindful of language, such as “poor end of town.”

Patricia Brady asked if this has been studied in other states/places? Have providers been held accountable with their services?

Justine mentioned the Federal Qualified Health Centers (FQHC). If we can link risks to social outcomes, this can level the playing field. We don’t want to create a “perverse” incentive, but we do need to ensure a certain service level is maintained. We also need to make sure we are measuring the correct risks.

Pahoua Yang pointed out that this work is supported at Wilder Foundation. She knows and works with people who have different resources (food, home, healthcare, etc.) and knows how that affects what they do to get their treatment. There isn’t an incentive for providers to serve disadvantaged communities. She is happy to hear that this study is looking beyond claims data, for a different perspective. She said that our most vulnerable populations are served by the newest providers. Older providers get burned out, even when they are passionate about their work. Pahoua added that their providers would welcome the opportunity to talk with Justine’s team.

Titilayo Bediako mentioned tracking unemployment. During session, legislators talked about evaluation and measurement. In the housing arena, providers may stop taking certain communities because they know measurements won’t be met.

Susie Nanney said to consider and identify protective factors that reward behaviors of clinics.

Pahoua said that providers could be asked to provide information that DHS doesn’t have (i.e., who they serve).

Vorada Savenysenksa asked about Medicare and Medicaid, which Justine said they do work with. She also recommended adding a criminal risk factor to get information on men of color.

Carrie Vogelsang suggested adding food security. Susie said the working word may be “at risk for food sources.”

Justine said they are getting information by February 2016, in order to have in time for session. Analysis will be June 2016.

<p>Vayong would like to get information on the FQHC.</p> <p>Maria Sarabia will talk with Justine offline re: incarceration.</p> <p>Justine said they are sending out an RFP, to do analysis, review and engagement pieces. They also are tasked with doing a report and recommendation for payment methodology.</p> <p>Joni Buffalohead recommended including community engagement with alternative medicine (i.e., shaman, etc.).</p> <p>Vayong encouraged Justine to let the council know if they reach out to legislators because the council can be a resource.</p>		
CONCLUSIONS		
ACTION ITEMS		
Get information from Justine Nelson and forward to the council.	Dawn Duffy	

5 MINUTES

BUSH FOUNDATION UPDATE

ANTONIA WILCOXON

DISCUSSION		
<p>Antonia updated that they are working on a charter.</p> <p>The launch of the grant will be Sept. 30, at a day-long presentation. Antonia will send out information to the council members.</p> <p>Some DHS staff will attend a three-day training with Dr. Myers of the HHH Center at U of M. Antonia will meet with Dr. Myers beforehand to plan this.</p>		
CONCLUSIONS		
ACTION ITEMS		
Send our Sept. 30 event information.	Antonia Wilcoxon	

20 MINUTES

COMMUNITY ANNOUNCEMENTS

COUNCIL MEMBERS

DISCUSSION		
<p>Saciido Shaie announced that the Somali Youth Council is official. It works with 17- to 23-year-old youth.</p> <p>Pahoua Yang expressed concerns about Silos to Circles, something that has come out from major health plans and talks about health equity/engaging communities. She wonders how this is related to the Healthcare Task Force, which is co-chaired by DHS Commissioner Cindy Jesson. Is the task force going to make quick decisions in Minnesota that we don't know how we intersect? There's a bigger group of healthcare providers. We all talk about the same things but "spin in circles." Vayong said there is a connection and maybe the council should learn more about this. Anne suggested maybe would could get the commissioner or someone from the Council of Health Plans to attend a council meeting and address this. Maria will investigate how DHS is involved and provide information to the council.</p> <p>A question was brought up about managed care and how decisions are made. Antonia said that Luchelle Stevens was unable to attend today, but that she is working on a communications plan. Vayong shared that Nathan Moracco is working on a transition plan. Pahoua said that she and Kamaulin Hassan have given feedback but we are not sure where that information has gone or how it is being used. Anne ask Pahoua for this information so she could get more information and check on accountability.</p> <p>Vorada Savenysenksa is working on a Father Involvement Study and is seeking 30 key informants to interview. She passed out information.</p>		

CONCLUSIONS		
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Maria to provide information about Silos to Circles for Dawn to distribute to the council.	Dawn Duffy	
Dawn to distribute Father Involvement Study information	Dawn Duffy	

1 MINUTES

ADJOURNMENT

MOTION TO ADJOURN:	Maria Sarabia
MOTION 2ND:	Saciido Shaie