

**Arizona Council of Human Service Providers
Diversity Committee**

The Committee was called to order by Arjelia “Argie” Gomez, Co-Chair.

Gustavo honored the group with an opening prayer. Brief introductions were done. We welcomed Chenita Dix of New Choices as the newest member of the committee.

With no changes or opposition, the minutes were accepted from the last meeting.

Dave Miller formally invited Argie, Gustavo and Rick to participate in the opening and closing session of the Council conference, “Celebrate Diversity” on behalf of the Diversity Committee. All three graciously accepted the invitation. A suggestion was made that the Committee members wear a special badge that will easily identify them as a Diversity Committee member. Dave and Jerry agreed to the suggestion.

Jerry gave an update on the current status of conference events.

- Monday morning – Opening with Dave, Argie, Gustavo & Rick and the Native American Drummers. Verbal agreement from Dr. King Davis, as well as a commitment from Zarco Guerrero.
- Monday afternoon – Gina Laczko with the Heard Museum would like to do a presentation with medical students from Child & Family Teams on traditional healing techniques. Clinton Gardner, President of Argosy University/Phoenix, has agreed to speak and there may be the possibility of ongoing training in the future. Flavio Marsiglia from ASU will be out of town, but has agreed to fly back to speak at the conference. We will also have James Junes and Ernest Navajo (comedians).
- Monday evening – Awards banquet – Governor Janet Napolitano invited- also looking for entertainment after the banquet dinner. Jerry is looking into the possibility of the Last Chance Latin Jazz Band. Argie suggested that Victor could look for something along that line in the Tucson area.
- Tuesday – Rachel Guerrero will present and from 11:00-12:00 we have Sylvia McConico, a storyteller. 1:00 is still open. 2:00-3:00 closing.

Jerry said that the entire conference will be done in plenary style with no break out groups. Everyone will be a keynote speaker. There is still open time on Monday afternoon. Victor suggested that we contact Tawara Goode or Vivian Jackson with the National Center for Cultural Competency as possible speakers and to continue to build a good relationship there. There were many suggestions made of organizations and people that could be invited for the open time slots. Jerry made the suggestion that in order to include everyone that should be invited to the conference that we invite them as exhibitors, which is a very important part of the conference as well.

Follow-Up Action: Rick suggested that everyone on the Diversity Conference Committee set up a meeting to discuss speakers and presenters. So that everyone will be able to make the meeting, they decided on a breakfast meeting to happen by next week. Jerry will notify everyone on the date and time.

Gustavo and Argie brought up a proposal to the Committee for their consideration. Gustavo said that they could continue to work on two components each month or, to be respectful of everyone's time, they could do a weekend retreat. The retreat would allow us to have a facilitator like they had with Linda Cannon and we would be able to hone in on the 8 components and identify measurable objectives and have it ready to present for the annual conference. The committee agreed that a retreat would be a good idea.

In order for this to happen, there needs to be funding of about \$5000-6000. Gustavo said that there may be a possibility of joining forces with The Arizona Community Foundation for funding. Dave said that he has talked to Carla Roberts with the Arizona Community Foundation, and she reported that they are not ready to support a formal retreat at this time, but that they will commit to including us in their work group. We should also invite them into ours to show an exploratory interest and to expand our connection with them. Dave has also tried to contact Elizabeth McNamee with St. Luke's, but has not been able to connect with her as of yet. Jesus Diaz made the suggestion of approaching the Arizona Bar Foundation and AOC. The Casey Foundation was also suggested as a source for funding. If any one has any suggestions for funding ideas they should present them to Gustavo or Argie.

Follow-up Action: Jesus to contact Gerald Richards to set up a meeting, with Argie, Gustavo, Jesus and Dave or Jerry.

Argie noted that if they were able to get funding for the retreat in May, there would not be an April meeting.

Gustavo then brought up for discussion any ideas, suggestions or recommendations for bringing Diversity to the Council Board and membership. Some of the possibilities discussed were:

- Exchange of services for membership (in part or whole)
- Council members do "personal" contacts
- Add Board positions as Community members
- NCLR – Look at structure
 - Other groups who have tiered membership
 - Include individual members

Victor suggested a Community Advisory Board that would act as a sounding board and provide feedback and act as a confidant to the Executive Board.

Manuel suggested that the Council convene a small group of leaders and have a mediator and dialogue on what it will take to diversify membership.

Argie and Gustavo asked Committee members to send in any other thoughts on this issue.

Norma Garcia Torres gave an update on ADHS and their Diversity Commitment. First, Norma thanked us for our work here which shows our values and commitment. Norma says that DHS will develop an assessment tool and curriculum. They are working with two consultants and their committee to accomplish this. They expect to have a draft out by June. DHS has put together a partnership with ASU on the clinical part of Cultural

Diversity, to help strengthen and make the cultural change of an organization at the clinic site with clinical practice and make it happen at the most difficult level.

Manuel suggested that we also include other colleges and universities. Rick commented that there is more happening here in the southwest on Diversity than anywhere else.

Next Meeting: April 26, 2005 from 10:00-12:00 at the Arizona Council of Human Service Providers conference room.

Participants

Argie Gomez, People of Color Network

Gustavo McGrew, Terros

Jerry Boehm, Arizona Council

David Miller, Arizona Council

Rick Ybarra, ValueOptions, Inc.

Tom Pynn, Tom Pynn & Associates

Oly Cowles, ADJC

Victor Flores, Community Partnership of Southern Arizona

Norma Garcia Torres, ADHS

Manuel Madina, Multicultural Associates

Chenita Dix, New Choice

Jesus Diaz, Pima County Juvenile Court

Jacqueline Naue, NARBHA

Cielo Mohapatra, PGBHA

Wesley Perdue, Evolve Counseling

Keith Thompson, Phoenix Shanti Group

Others Present

Karen Jacusis, Council Intern

Peggy Atencio, Council Administrative Assistant