

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

**Meeting Summary
September 13, 2005**

- I. Welcome and Introductions – Gustavo McGrew.** Gustavo welcomed the group and everyone introduced themselves. Argie Gomez was not able to attend because of her commitment to the work she is doing down at the Coliseum with the Katrina evacuees.
- II. AZ Council Update – David Miller/Jerry Boehm.** Jerry reported on the Council's Annual Conference. He said that the conference was very well received. Attendance was more than we have ever had before. A survey was sent out after the conference and the overwhelming response was that it was either the best or one of the best conferences they had ever attended. All of the speakers and panels were rated very high with Dr. King Davis and Tawara Goode getting the most acclaim. Jerry said that Argie plans to ask Tawara Goode to facilitate the CEO round table that we will have in the near future.

David Miller welcomed Gustavo as a one of our newly elected Council Board members. The Board recently changed it's by laws by adding two more one year positions to the Board (the Board currently had only two one year positions available) and also changed the by laws by allowing the CEO of an agency to keep his voting status in the General Membership and allowing another person in the agency to be a voting member of the Board of Directors. The four new one year positions went to; Gustavo McGrew (TERROS), Argie Gomez (People of Color Network), Susie Huhn (Casa de los Ninos) and Ed McClelland (Southwest Behavioral Health Services). The changes were made because of the need to broaden representation of the Board in gender, racial/ethnic balance, service area and diversity.

Dave then talked about the new diversity position created with the Council. The new title for the position is Director of Diversity Initiatives. These will be the primary focuses of this position;

- Provide staff support for Diversity Committee
- Marketing of the Arizona Council including member recruitment
- Liaison on Diversity with government agencies
- Oversee, supervise cultural competency
- Provide documentation of overall process

III. Implementation Action Plan Draft – Gustavo McGrew. The Diversity Committee met for a two day retreat in June with Linda Cannon as facilitator. During the June Action Planning Session Retreat strategies were prioritized and action plans developed in all eight Cultural Competency components of the Framework for Action. The eight components are:

- Communication
- Governance
- Organizational Structure
- Organizational Values
- Planning, Monitoring & Evaluation
- Policy
- Practice
- Workforce Development

Gustavo and the committee reviewed the Action Plan Draft and made changes to clarify strategies or action steps, and to correct typos as well as some of the timeline dates. The changes will be made and the draft will be presented to the Council for approval.

IV. Establishment of 4 Subcommittees. The four subcommittees are:

- A. Communication
- B. Workforce Development
- C. Agency Assessment and Policy
- D. Practice

There was a lot of discussion as to whether Communication needed to be one of the subcommittees. After reviewing the Action Plan, the committee voted to keep Communication as one of the subcommittees. It was also decided that the subcommittees would be able to make any changes that they feel would be necessary. Ilene Dode agreed to be a co-lead for Workforce Development and Maria Elena Ochoa agreed to be a co-lead for Agency Assessment and Policy. The rest of the committee members present picked the subcommittee(s) that they would like to participate on.

V. New Business.

VI. Announcements & Wrap-up. The next meeting of the Diversity Committee will be on Tuesday, November 1st from 10:30 – 12:00.

Participants

Gustavo McGrew, Terros
Jerry Boehm, Arizona Council
David Miller, Arizona Council
Tom Pynn, Tom Pynn & Associates
Jacqueline Naue, NARBHA
Cielo Mohapatra, DBHS
Keith Thompson, Phoenix Shanti Group
Maria Elena Ochoa, Valle del Sol
Cheryl Dorsett, AOC
Toni Buggs, Ebony House
Catherine Coscia, NARBHA
Ilene Dode, EMPACT-SPC
Dede Yazzie Devine, Native American Connections
Victor Berrelez, Catholic Social Service

Others Present

Peggy Atencio, Council Administrative Assistant