

Workforce and Employment Committee

Charter and Membership Roster 2022-2023

The California Behavioral Health Planning Council is mandated by federal and state statutes to advocate for children with serious emotional disturbance and their families and for adults and older adults with serious mental illness; to review and report on outcomes for the public mental health system; and to advise the Department of Health Care Services and the Legislature on policies and priorities the state should pursue in developing its mental health and substance use disorder systems.

VISION

A behavioral health system that makes it possible for individuals to lead full and purposeful lives.

MISSION

To review, evaluate and advocate for an accessible and effective behavioral health system.

GUIDING PRINCIPLES

Wellness and Recovery: Wellness and recovery may be achieved through multiple pathways that support an individual to live a fulfilled life and reach their full potential.

Resiliency Across the lifespan: Resilience emerges when individuals of all ages are empowered and supported to cope with life events.

Advocacy and Education: Effective advocacy for policy change statewide starts with educating the public and decision makers on behavioral health issues.

Consumer and Family Voice: Individuals and family members are included in all aspects of policy development and system delivery.

Cultural Humility and Responsiveness: Services must be delivered in a way that is responsive to the needs of California's diverse populations and respects all aspects of an individual's culture.

Parity and System Accountability: A quality public behavioral health system includes stakeholder input, parity and performance measures that improve services and outcomes.

COMMITTEE OVERVIEW AND PURPOSE

The efforts and activities of the Workforce and Employment Committee (WEC) will address both the workforce shortage in the public behavioral health system and the

employment of individuals with psychiatric disabilities. The WEC advocates for an adequate supply of and funding for behavioral health professionals across various provider types to ensure a robust and equitable workforce that meets the diverse needs of individuals served in the public behavioral health system. The committee's focus to address the employment of individuals with psychiatric disabilities and substance use disorders is to ensure that individuals with behavioral health conditions have the opportunity to work and lead productive lives as a means of recovery._

Additionally, state law provides the Council with specific responsibilities in advising the Department of Health Care Access and Information (HCAI) on education and training policy development and also to provide oversight for the development of the Five-Year Education and Training Development Plan as well as review and approval authority of the final plan. The WEC will be the group to work closely with (HCAI)_staff to provide input, feedback and guidance and also to be the conduit for presenting information to the full Council membership as it relates to its responsibilities set in law.

There are a number of collateral partners involved in addressing the behavioral health workforce shortage in California. Several of them have been working with the Council in prior efforts and provide additional subject matter expertise. These individuals and organizations, collectively known as the **Workforce Education and Training (WET) Steering Committee**, will continue to provide the WEC with expertise and are invited to participate in meetings and discussions regarding the WET Five-Year Plan.

Additionally, there are a number of other organizations, at the State level, who are engaged in efforts for the employment of individuals with disabilities, including psychiatric disabilities, with whom the WEC will maintain relationships to identify areas of commonality, opportunities for collaboration and blending of actions. They include but are not limited to:

- CA Council for the Employment of Persons with Disabilities
- State Rehabilitation Council
- Co-Op Programs within the Department of Rehabilitation
- California Workforce Development Board
- Labor Workforce Development Agency
- County Behavioral Health Directors Association

MANDATES

CA Welfare and Institutions Code

5772. The California Behavioral Health Planning Council shall have the powers and authority necessary to carry out the duties imposed upon it by this chapter, including, but not limited to, the following:

- (a) To advocate for effective, quality mental health and substance use programs.
- (b) To review, assess, and make recommendations regarding all components of

California's mental health and substance use disorder systems, and to report as necessary to the Legislature, the State Department of Health Care Services, local boards, and local programs.

(e) To advise the Legislature, the State Department of Health Care Services, and county boards on mental health and substance use disorder issues and the policies and priorities that this state should be pursuing in developing its mental health and substance use disorder systems.

(j) To advise the Director of Health Care Services on the development of the state mental health plan and the system of priorities contained in that plan.

(k) To assess periodically the effect of realignment of mental health services and any other important changes in the state's mental health and substance use disorder systems, and to report its findings to the Legislature, the State Department of Health Care Services, local programs, and local boards, as appropriate.

5820. (c) The Office of Statewide Health Planning and Development, in coordination with the California Behavioral Health Planning Council, shall identify the total statewide needs for each professional and other occupational category utilizing county needs assessment information and develop a five-year education and training development plan.

(d) Development of the first five-year plan shall commence upon enactment of the initiative. Subsequent plans shall be adopted every five years, with the next five-year plan due as of April 1, 2014.

(e) Each five-year plan shall be reviewed and approved by the California Behavioral Health Planning Council.

5821. (a) The California Behavioral Health Planning Council shall advise the Office of Statewide Health Planning and Development on education and training policy development and provide oversight for education and training plan development.

(b) The Office of Statewide Health Planning and Development shall work with the California Behavioral Health Planning Council and the State Department of Health Care Services so that council staff is increased appropriately to fulfill its duties required by Sections 5820 and 5821.

GENERAL COMMITTEE OPERATIONS

MEETING TIMES

The WEC will meet in-person or virtually four times a year, rotating locations in conjunction with the Full Council meetings. At these meetings, the WEC meets on Wednesday afternoon from 1:30pm to 5:00pm. Meetings by conference call may occur in the months between in-person meetings, on an as needed basis.

WORKFORCE AND EMPLOYMENT COMMITTEE MEMBER ROLES AND RESPONSIBILITIES

Regular attendance of committee members is expected in order for the Committee to function effectively. If the WEC has difficulty achieving a quorum due to the continued absence of a committee member, the WEC chairperson will discuss with the member the reasons for his or her absence. If the problem persists, the WEC chairperson can request that the Officer Team remove the member from the committee.

The WEC Chairperson and Chair-Elect will be nominated by the WEC members and appointed by the CBHPC Officer Team. In the Chairperson's absence the Chair-Elect will serve as the Chairperson. The Chairperson and Chair-Elect serve on the Executive Committee which requires attendance and participation in those meetings in addition to WEC meetings. Terms will begin with the January in-person meeting and end with the last meeting of the calendar year.

Members are expected to serve as advocates for the Committee's charge, and as such, could include, but are not limited to:

- Attend meetings and provide input
- Review meeting materials prior to meetings in order to ensure effective meeting outcomes
- Speak at relevant conferences and summits when requested by the Committee leadership
- Develop products such as white papers, opinion papers, and other documents
- Distribute the Committee's white papers and opinion papers to their represented communities and organizations
- Assist in identifying speakers for presentations

STAFF RESPONSIBILITIES

Staff will capture the WEC member's decisions and activities in a document, briefly summarizing the discussion and outlining key outcomes during the meeting. The meeting summary will be distributed to the WEC members within one month following the meeting. Members will review and approve the previous meeting's summary at the following meeting.

Staff will prepare the meeting agendas and materials, including coordinating presenters, at the direction of the WEC Chairperson and members. The meeting agenda and materials will be made available to WEC members, in hardcopy and/or electronically, not less than 10 days prior to the meeting.

GENERAL PRINCIPLES OF COLLABORATION

The following general operating principles are established to guide the Committee's deliberations:

- The Committee's purpose will be best achieved by relationships among the members characterized by mutual trust, responsiveness, flexibility, and open communication.
- It is the responsibility of all members to work toward the Council's vision.
- To that end, members will:
 - Commit to expending the time, energy and organizational resources necessary to carry out the Committee's Work Plan
 - Be prepared to listen intently to the concerns of others and identify the interests represented
 - Ask questions and seek clarification to ensure they fully understand other's interests, concerns and comments
 - Regard disagreements as problems to be solved rather than battles to be won
 - Be prepared to "think outside the box" and develop creative solutions to address the many interests that will be raised throughout the Committee's deliberations

Committee members will work to find common ground on issues and strive to seek consensus on all key issues. Every effort will be made to reach consensus, and opposing views will be explained. In situations where there are strongly divergent views, members may choose to present multiple recommendations on the same topic. If the Committee is unable to reach consensus on key issues, decisions will be made by majority vote. Minority views will be included in the meeting summary.

MEMBERSHIP ROSTER

CHAIRPERSON: Bill Stewart

CHAIR-ELECT: Dave Cortright

Susie Baker

Lanita Mims-Beal

Marina Rangel

John Black

Donald Morrison

Maria Sierra

Jessica Grove

Dale Mueller

Arden Tucker

Lynne Martin Del Campo

Deborah Pitts

Milan Zavala

WORKFORCE EDUCATION AND TRAINING (WET) STEERING COMMITTEE

Abby Alvarez
Rayshell Chambers
Theresa Comstock
Chad Costello
Kristin Dempsey
Shanti Ezrine

Janet Frank
Tara Gamboa-Eastman
Randall Hagar
Le Ondra Clark Harvey
Kathryn Kietzman
Robb Layne

Robert McCarron
Steve Sodergren
Sierra Smith
Carli Stelzer
Heidi Strunk
Karen Vicari

WORKFORCE AND EMPLOYMENT COMMITTEE STAFF

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