



**COUNTY OF SAN LUIS OBISPO HEALTH AGENCY  
BEHAVIORAL HEALTH DEPARTMENT**

**Michael Hill**, *Health Agency Director*

**Anne Robin**, *LMFT Behavioral Health Director*

---

**County of San Luis Obispo Behavioral Health Department  
Cultural Competence Plan  
Annual Update – December 2018**

**Summary**

The County of San Luis Obispo Behavioral Health Department (SLOBHD), which houses the Mental Health and Drug & Alcohol Services Divisions, is committed to developing a system of care which serves an increasing, changing and diverse population in the County. The system must strive to ensure cultural competence at all levels of the organization. A Cultural Competence Plan is at the heart of the efforts to develop and maintain effective providers of health care for diverse communities.

The 2017-2018 Cultural Competence Plan provides guidelines to help the Behavioral Health Department become a more culturally competent organization and to ensure that diverse populations in the county receive mental health services that are culturally appropriate throughout the mental health system. The Plan is reviewed annually by both the Cultural Competence Committee and the Department's Management Team.

The Cultural Competence Committee, formed in 1996, consisting of staff members from the various programs of the Behavioral Health Department as well as community partners, continues to assess, implement, and monitor policies and practices which ensure effective services are provided in cross-cultural situations. The committee members, representing diverse cultural backgrounds and other special interests, have provided input and insight in order to make the Plan an active document which will inform the County's mental health system for years to come.

La Frontera Inc., a mental health organization based in Arizona, developed a cultural competence self-assessment tool titled "Building Bridges", which the Department and its Cultural Competence Committee continues to use. In this assessment manual, culture is defined as follows: "The term culture is used in a broad inclusive sense. It includes race, ethnicity, gender, sexual orientation, primary language, spiritual life, age, and physical condition. Culture is also a multifaceted concept. It incorporates cultural objects such as music, art and clothing; ways of living such as kinship patterns, communication styles and family roles; as well as beliefs or values such as religion, attitudes towards time and views of the natural world." With this definition as a starting point, the committee hosts a series of discussions to define and operationalize the concept of cultural competence for the mental health system.

---

*County of San Luis Obispo Behavioral Health Department  
Cultural Competence Committee – Annual Report 2017-2018*

**County of San Luis Obispo Health Agency**

2180 Johnson Avenue | San Luis Obispo, CA 93401 | (P) 805-781-4719 | (F) 805-781-1273  
info@slocounty.ca.gov | slocounty.ca.gov

As the Department continues to seek methods to engage staff and community providers with modern, effective cultural competence training and practices, a commitment to organizational growth is a Department value. According to the Substance Abuse and Mental Health Services Administration, Center for the Application of Prevention Technologies, culturally competent organizations are ones which:

- ***Continually assesses organizational diversity:*** Organizations should conduct a regular assessment of its members' experiences working with diverse communities and focus populations. It also regularly assesses the range of values, beliefs, knowledge, and experiences within the organization that would allow for working with focus communities.
- ***Invests in building capacity for cultural competency and inclusion:*** Organizations should have policies, procedures, and resources in place that make ongoing development of cultural competence and inclusion possible. It must also be willing to commit the resources necessary to build or strengthen relationships with groups and communities. Including representatives of the focus population within the organization's ranks is especially useful.
- ***Practices strategic planning that incorporates community culture and diversity:*** Organizations are urged to collaborate with other community groups. Its members are also encouraged to develop supportive relationships with other community groups. When these steps are taken, the organization is seen as a partner by other groups and their members.
- ***Implements prevention strategies using culture and diversity as a resource:*** Community members and organizations must have an opportunity to create and/or review audiovisual materials, public service announcements, training guides, printed resources, and other materials to ensure they are accessible to and attuned to their community or focus population.
- ***Evaluates the incorporation of cultural competence:*** Community members must have a forum to provide both formal and informal feedback on the impact of all interventions.

The Cultural Competence Plan is part of the Department's efforts to remain a culturally competent, responsive, and supportive community organization.

### **Key Objectives and Annual Results**

In response to the Department of Health Care Services CCP requirement, the SLOBHD has developed a comprehensive Plan and has chosen to include key objectives to monitor.

- The SLOBHD will complete the revision and adopt the Cultural Competence Training Policy which includes requirements for staff development in cultural competence and demonstrated improvements in service to diverse clients.
  - In 2017-2018, the Department continued the use of the Relias E-Learning system to provide core competency training and education for all staff, as well as community partners, consumers, and family members.
    - The Department provided access to 500 providers, consumers, and family members with a total of 3,699 completed hours in fiscal year 2017-2018. The assigned curriculum included the completion of two courses:

- Working With People in Recovery
    - Consumers in The Workplace
  - Other strategies include development of a cultural competence assessment tool to assess staff capacity, skill development, retention of core competency training and changes in practice and behavior over time.
    - In the Fall of 2017, the Department collaborated with a Statistics class from California Polytechnic State University (Cal Poly) to conduct a staff cultural competence survey.
  - Other strategies included collaboration and partnering with other county agencies that provide training on core topics vital to staff development. The Cultural Competence Committee Chair and one committee member have been part of the Crisis Intervention Team Training team held by the Sheriff's Department on a monthly basis.
- The Cultural Competence Committee (CCC) will increase cultural competence training for mental health system providers by two activities per year.
  - Strategies to accomplish this objective include the aforementioned networking with community partners who can provide quality training for mental health professionals.
    - In 2017-2018, the Department hosted, co-sponsored, and supported training from community organizations related to working with consumers in recovery, children with co-occurring disorders, the LGBTQ population, veterans, and healthcare language interpretation services. These trainings include: Trans-Training 101 held in March 2018 and July 2018; Using a Trauma Informed Lens held throughout the year in August 2017, December 2017, and March 30<sup>th</sup>.
  - The County and its CCC will also broaden the approach to cultural competence training to include activities which improve the mental health system's capacity to serve cultural populations (e.g. LGBTQ, Veterans, consumers and family members).
    - In 2017-2018, the Department, in collaboration with stakeholders and the community, held a Mental Health Services Act Innovation Component round. Two projects were approved by the Oversight and Accountability Commission (OAC). One specific project is dedicated to create and adapt a new training plan/curriculum for mental health professionals to become cultural competent and LGBTQ-affirming therapists/clinicians. The Department collaborated with the Gay and Lesbian Alliance (GALA) of the Central Coast, Community Counseling Center, and California Polytechnic State University to begin developing the first ideas of the project.
    - The County, as part of the Southern Counties Regional Partnership, works in collaboration with Dr. Johnatan Martinez with Cal State Northridge to develop a cultural competence assessment that will be distributed to all county partners, mental health providers, and agencies to better understand the level of competency and address needs in order to solidify our services and programs.

- The CCC will increase membership of consumers and family members by one member annually over the next three years.
  - This objective is critical to enhance the diversity of the Committee which serves to improve cultural competence principles across the SLOBHD's programs. The main strategy to accomplish this objective will be the establishment of membership policy requiring the committee to have at least one seat filled by a consumer/family member. This will increase recruitment efforts and partnerships with community organizations, such as the Peer Advisory and Advocacy Team (PAAT) with Transitions Mental Health Association, a community-based organization.
  
- The Committee will identify other underserved populations reflecting cultural needs in order to provide services and support within the County system. This will be measured by an increase in CCC membership to include representatives of currently unrepresented communities.
  - The strategies to meet this objective include working with the County's Prevention and Early Intervention (PEI) programs which have built relationships and partnerships with organizations serving cultural populations often underserved in the mental health system, along with expanded services with the Latino population. These include Asian/Pacific Islanders, LGBTQ, veterans, older adults, TAY, and consumers.
    - In 2016-2017, advocacy from the CCC membership influenced the MHSA stakeholder group to provide funds to conduct a one-year evaluation of mental health services for the local LGBTQ community. The research will help the County identify gaps and needs for training. The results will be available in June 2019.
    - In 2017-2018, the Cultural Competence Committee Chair increased membership to include representatives from the Veteran and LGBTQ communities, and it also welcomed a member from Tri-Counties Regional Center focused on lifelong services and supports.
  
- The CCC, as part of its mission to "ensure that cultural diversity is incorporated into all levels of the Behavioral Health Department," will complete a draft of assessment measures over the next year to ensure a process of review and recommendations for each Department service level.
  - This objective will need to include an expansion of the CCC's review process for documents and translation services aimed at the Spanish-speaking community; staffing recruitment and recommendations, and presentations made to various Department programs currently not represented in the CCC. Strategies to meet this objective include establishing CCC policy to review all SLOBHD programs that serve diverse clients (including those of the Drug and Alcohol Services Division) to assure cultural competence policies and procedures are in place.

**San Luis Obispo County Behavioral Health Department  
Cultural Competence Committee  
Annual Report 2017-2018**

**The Cultural Competence Committee**

The Cultural Competence Committee is dedicated to assure that the County of San Luis Obispo Behavioral Health Department becomes a culturally competent health system which integrates the concept of cultural, racial, and ethnic diversity into the fabric of its operation and organization. The committee creates agency-wide awareness of the issues relevant to cultural diversity and provides recommendations to the County Behavioral Health Administrator (Mental Health Director) on issues pertinent to the achievement of these goals.

The Committee members are the decision-making body and represent a diverse range of cultural, ethnic, racial and geographic regions of the county. The Committee advises and serves as a resource group to the Behavioral Health Director, County Health Agency Staff, Quality Support Team (QST), and affiliated agencies. Meetings are held quarterly. Visitors are welcome to attend committee meetings and provide input.

**The goals of the Committee are:**

- To ensure that County Behavioral Health embraces and implements the behaviors, attitudes, values and policies of cultural diversity.
- To provide recommendations that will increase service delivery to culturally diverse clients.
- To provide recommendations which address the need of continued training on cultural diversity topics.
- To identify and facilitate the removal of barriers that affect sensitive and competent delivery of service to culturally diverse clients.
- To provide recommendations which address the recruitment and retention of bilingual providers.
- To provide recommendations that increase utilization patterns of the unserved and underserved populations such as the Latinos, Native Americans, and transition age youth, and older adults.
- To provide County Behavioral Health employees with the topics and information discussed at the Cultural Competence Committee.
- To provide and sponsor trainings focused on expanding and enhancing cultural and linguistic knowledge;
- To forge alliances with other community agencies and committees who support the mission and goals of the Cultural Competence Committee.
- To foster a strong network among community agencies that will facilitate an integrated delivery of services.

## 2017-2018 Meetings

Cultural Competence Meetings:	
Date	Discussion
07-10-2017	<ul style="list-style-type: none"> <li>• Farewell message to Nancy Mancha-Whitcomb for her leadership in the CCC. Nestor Veloz-Passalacqua will be our Cultural Competence and Ethnic Services Manager starting in July. Nancy is now a Therapist of Latino Outreach in South County.</li> <li>• Update: One of the components under MHSA PEI is suicide prevention. The Committee reviewed information about “13 Reasons Why Not”- The Author was here in SLO High. It was announced LGBTQ students are particularly at higher risk for suicide. The Committee will take a proactive approach to offer trainings.</li> <li>• The committee will develop a monthly calendar for the next 3 months and a quarterly newsletter. The Newsletter will include current topics. Committee members will add feedback and topics. Different members will help develop the content of the newsletter.</li> <li>• All members are to send a small biography to be added on newsletter. We will track Committee member’s attendance as part of our Policy and members who are absent more than four times without notifying the chair or another member, will not be part of the committee. Biographies should be no more than two paragraphs explaining your cultural background.</li> <li>• October 11 is National Coming Out Date. Newsletter intent is to give awareness and find resources. Develop Community Awareness. Here are some topics for our next Newsletter: <ul style="list-style-type: none"> <li>○ Marne Interview</li> <li>○ October 11th</li> <li>○ September: National Recovery Month</li> <li>○ September 10-16th: Suicide Prevention Week</li> </ul> </li> <li>• Dr. Bettergarcia from Cal-Poly will work with Nestor on developing the scope for the LGBTQ Needs Assessment. This project is sponsored by the Cultural Competence Committee and results will become available in June 2019.</li> <li>• The committee is working to develop trainings addressing Trans Youth. We are using Workforce Education and Training to fund trainings. We will do our best to offer services needed as a committee. There may be a potential opportunity to partner up with Santa Barbara County who would like to collaborate with us with the Trans Youth Training. They used State WET funding to create a curriculum and Anne would like us to review or use it.</li> <li>• World Café: The Behavioral Health Board will have its Annual World Café after their normal monthly meeting on August 16, 2017 at</li> </ul>

	<p>2:30pm at the Vets Hall, 801 Grand Ave., San Luis Obispo. Any questions, call Laura Zarate 781-4719.</p> <ul style="list-style-type: none"> <li>• Frank Warren has identified two internal trainings: <ul style="list-style-type: none"> <li>• Identifying and Preventing Child Abuse</li> <li>• Identifying and Preventing Dependent Adult Abuse</li> </ul> </li> <li>• Our next meeting will meet on Monday, October 16, 2017.</li> </ul>
<b>Date</b>	<b>Discussion</b>
10-16-2016	<ul style="list-style-type: none"> <li>• The committee is moving forward to develop the Trans-Youth/Trans Awareness Training. Nestor met with Dr. Bettergarcia. Training will cover Mental Health, Youth and Culture Health and Physical Health. It would be a 2-4 hour training (tentative January 23/24th) depending on the material.</li> <li>• The committee identified the location where the training will be held, which is the French Hospital Copeland Health Education Pavilion.</li> <li>• One committee member suggested to look for someone to donate his or her professional video services for the training.</li> <li>• Another committee member suggested to add Substance Use/Drug and Alcohol Awareness to the training. It was decided to use this training as a base model and then develop new topics after two completed sessions.</li> <li>• It was decided to have one full session that could include some of the following topics: Mental Health, Youth and their Culture, and Physical Health.</li> <li>• The committee has decided to review goals as part of our commitment to re-write the Cultural Competence Plan. It was also announced that SLOBHD will be conducting a Health Agency Cultural Competence Survey. Students from the Statistics Department in Cal-Poly will conduct the survey. The survey consists of about 45-60 questions that will give us an idea of where we stand as an organization. Cal-Poly students will interview about 120 randomly selected staff members. Results from this survey will inform us on the trainings, practices, and interests of the staff.</li> <li>• Cultural Competence Newsletter: Newsletter Draft went out to Cultural Committee members. If you have feedback or suggestions, please contact Nestor. Also, if you have not done so, send Nestor your Bio and photo.</li> <li>• Gender Pronouns: Nestor passed around a Draft for Gender Pronouns and gave an example of how to use them in the email signature line. Please Review. We are testing this practice and we are hoping that more staff would want to be inclusive and use this tool to become for affirming to themselves and others.</li> <li>• Our next meeting will meet on Monday, January 8, 2017 at our South St. Office.</li> </ul>

Date	Discussion
01-08-2017	<ul style="list-style-type: none"> <li>• The committee is welcoming two new members: Kianna Shelton – New Therapist in San Luis Obispo and Joe Madsen from Transitions-Mental Health Association.</li> <li>• Some of the key findings of the Cal-Poly Cultural Competence Project include: <ul style="list-style-type: none"> <li>• 83% feel their cultural competence increased since started employment at the County.</li> <li>• 25% Felt unprepared to provide services because of cultural differences.</li> <li>• 21% felt not ready to provide services because of cultural differences.</li> <li>• The committee is planning on how to incorporate Building Bridges as part of cultural competence trainings for employees to become familiar.</li> </ul> </li> <li>• CCC Goals Revision: Last revision was in 2013. Need the State to release guidelines. Nestor has met twice with State in order to understand if new regulations are coming out for the Cultural Competence Plan. We will work with what we have available to us and write our cultural competence plan based on our accomplishments and standings. We need to have a yearly plan.</li> <li>• Mental Health Calendar (Jan-March): Our Newsletter will be brief. We will highlight more resources in the next issue. If you have ideas on topics, or general information, email Monica or Nestor.</li> <li>• Cultural Competence Training Development: Currently working with Joe Madsen on this.</li> <li>• Updates to Contract Boilerplates: Nestor is working with Ellen to ensure contract boilerplate language is accurate and consistent to gender affirmative.</li> <li>• Updated review process: Agenda and Minutes will be sent to the committee for review and approval a week before. We will then bring items/issues to the meeting if needed. Members may suggest items to Agenda as well.</li> <li>• Trans-Training 101: March 13th- Copeland Health Education Pavilion 8-12:30pm. This year, this training will be primarily for BH Staff. Then will be opened to other County agencies if space is available. The committee is planning on having another training on the month of July depending on the number of attendees and reception for the month of March. The committee is hoping to have at least two trainings to impact internal staff as well as our partners in the community, and other agencies.</li> <li>• Our next meeting will be held on Monday, April 9, 2018, 10-11am at our South St. Office.</li> </ul>

Date	Discussion
04-10-2017	<ul style="list-style-type: none"> <li>• The committee discussed that there was a hate crime at San Luis Obispo High School. A student with Autism was assumed to be part of the LGBTQ community. The aggressor ended up at Juvenile Hall. There is lots of work to be done on the system. Charges might be dropped. Need to hold responsible those who let this hate crime go on. Because of this, we got involved with Disability Autism Community. Hopefully we bring this Community to the forefront.</li> <li>• Maria with Promotoras provided an update on interpretation services advising that all Behavioral Health Clinics interpretations are going well and that they would like more referrals.</li> <li>• It was reported that the Hispanic/Latino Population in the county is afraid of ICE. We are trying to reach out with Parents Helping Parents. There is lots of fear from the Latino Community right now.</li> <li>• Bonita with PAAT reported that their membership dropped drastically and that they're trying to recruit. Our contract with WET will expire this year and we will have a chance to re-write the contract.</li> <li>• Opening Minds Show is coming up and it is being promoted through social media and other venues.</li> <li>• One of our members, Marcy, will be a Behavioral Health Board member. She is a voice-hearer. Congratulations to Marcy!</li> <li>• The committee decided to hold another Trans Training 101, which will be on June 13, 2018 at the Copeland Health Pavilion 8-12:30pm.</li> <li>• LGBTQ: Needs Assessment Contract with Cal Poly will happen next week. Reviewing Government and County regulations. Trying to comply with all.</li> <li>• The County is part of the Southern Counties Regional Partnership. We are receiving technical assistance from Dr. Johnatan Martinez to create a cultural competence assessment.</li> <li>• Crisis Intervention Training (CIT): Is a group of Sheriffs and Therapists. This group will need training and it will be provided by our Cultural Competence. Nestor, the committee Chair, has been provided an hour for the training. Nestor will be developing this training. First half will be about culture, race and ethnicity. The other half will be about Mental Health and the challenges.</li> <li>• Ethnic Services Managers Institute: Nestor and Anne Robin attended. This is the first time all ESM from all Counties get together. The goal is to make sure we offer services for all. Most everyone feels lost from the State. State plans to release a new CCP this year and are planning of shortening the number of criteria points from eight to three or four. We are currently waiting to receive these guidelines, and in the meantime the Cultural Competence Plan will be updated.</li> </ul>

	<ul style="list-style-type: none"> <li>• It was reported that fewer Latino clients are seeking services: We will continue to reassure Latinos that services are being provided and SLOBHD will continue to provide services. There is so much fear. People want reassurance and be able to trust.</li> <li>• Mental Health Calendar (April-June): Nestor will look for topics and areas to be included in the newsletter, will conduct trainings and will produce calendar for next fiscal year.</li> <li>• Trans-Training 101: June 13th- Copeland Health Education Pavilion 8-12:30pm. This year, this training will be primarily for BH Staff. Then will be opened to other County agencies if space is available.</li> <li>• Our next meeting will meet on Monday, July 9, 2018, 10-11am at our South St. Office.</li> <li>• Possibly schedule another meeting. Cal Poly's Ethnic Services Department has a couple of students doing reports: Asian and Mental Health. If that happens, it will be held in June.</li> </ul>
--	---

### **Cultural Competence Training**

- Journey of Hope is a community forum presented in partnership with Transitions Mental Health Association. This year's featured keynote speaker was Jennifer Storm who presents one woman's recovery from addiction, trauma and adversity and identifies key components of what can help a person turn their lives around. She speaks firsthand about the complexities of biological and emotional responses of trauma, sexual assault, and the effects of substance abuse and recovery. Jennifer is the ultimate survivor, turned thriver, having recently chronicled her own story of victimization and recovery in her critically acclaimed memoir, *Blackout Girl: Growing Up and Drying Out in America*. The discussion revolved around recognizing signs and symptoms of trauma in clients, families, staff, and others involved in the mental health system and the various ways to fully integrate knowledge about trauma into policies, procedures, and practices.
- Relias "E-Learning": The County of San Luis Obispo Behavioral Health Department provided access to 500 providers, consumers, and family members with a total of 3,699 completed hours in fiscal year 2017-2018. The assigned curriculum included the completion of two courses:
  - Identifying and Preventing Child Abuse
  - Identifying and Preventing Dependent Adult Abuse
- Using a Trauma-Informed Lens: This training is designed to support a shift in thinking, perception, and behavior. Looking through a Trauma Informed Lens means being sensitive to the impact of trauma on others and yourself, understanding and utilizing tools to support self and others in regulating during times of stress; as well as identifying and supporting the system change needed to reduce re-traumatization. Continuing our efforts toward a Trauma Informed SLO County will enhance resilience, increase connection and support stability within our community.
- Trans-Training 101: The purpose of this workshop is to enhance the attendee's ability to work in an effective and affirming manner with transgender clients across the lifespan. A

broad overview of trans-related terms and topics will be presented in an informative and accessible manner. Attendees will have the opportunity to engage in experiential activities, watch video clips, and observe mock therapy sessions. Attendees will be taught about the subtleties in language and perspective that make interactions with trans people truly affirming.

- Promotores Collaborative: The Cultural Competence work plan includes cultural competence-based workforce development and training. The funds are used with stakeholder approval to offer translation and interpretation services for the Latino Outreach Program (LOP) clients across the county. The Promotores Collaborative goal is to develop a sustainable, diverse, and comprehensive culture that promotes equal access to community resources and services among all members of the Latino community in the County of San Luis Obispo.

For FY 2018-2019, the following trainings have been tentatively scheduled:

Training Priority	Action & Description	Date to be Held	Outcome
Trans-Training 101	The purpose of this workshop is to enhance the attendee’s ability to work in an effective and affirming manner with transgender clients across the lifespan. A broad overview of trans-related terms and topics will be presented in an informative and accessible manner. Attendees will have the opportunity to engage in experiential activities, watch video clips, and observe mock therapy sessions. Attendees will be taught about the subtleties in language and perspective that make interactions with trans people truly affirming.	July 2018	Completed, 57 attendees
Challenges/Values of Different Cultures (Cultural Competence 101)	Working with Dr. Jonathan Martinez with Cal State Northridge for the Cultural Competence 101 Training. Scheduled between the month of November and December 2018.	Moved to first half of 2019. The Committee is working with Dr. Macmillan now.	N/A
LGBTQ and Gender Identity Training	Working with Dr. Bettergarcia with Cal Poly San Luis Obispo to	To be done later in FY 20-21	N/A

	determine the information to be covered in the training. Date and location to be selected.		
Poverty and Youth Training	Partnering up with School districts in the north county to establish the logistic process for the training.	To be done later in FY 21-22	N/A
Older Adult and Mental Health Training	Initial contact to be established by the end of 2018 with CBOs that work with older adults to determine the need for training and establish a plan for development.	To be done later in FY 21-22	N/A
How to Reach Minorities and Removing Language and Barriers	Yet to be explored with committee members.	To be moved to FY 22-23 – TBD	N/A

2016-2017 Cultural Competence Committee - Roster		
Name	Title	Agency
Nestor Veloz-Passalacqua, M.P.P.	Cultural Competence Coordinator	Behavioral Health Department
Anne Robin, L.M.F.T.	Behavioral Health Administrator	Behavioral Health Department
Joe Madsen	Division Director	Transitions-Mental Health Association
Desiree Troxell,	Patient Rights Advocate	Behavioral Health Department
Lisa Huet, L.C.S.W.	Program Supervisor for Family Care Network	Family Care Network Inc.
Kimberly Mott	Program Supervisor, Prevention & Outreach	Behavioral Health Department
Jill Rietjens	Program Supervisor, Youth Services	Behavioral Health Department
Bonita Thomas	PAAT Member	Peer Advisory & Advocacy Team - TMHA
Marne Travisano, Ph.D.	Licensed Psychologist Private Practice	Private Practice – Community Member
Amber Trigueros, M.A., L.M.F.T.	Mental Health Therapist III	Behavioral Health Department
Ellen Sturtz	GALA Volunteer	Gay & Lesbian Alliance of the Central Coast
Jay Bettergarcia, Ph.D	Assistant Professor	California Polytechnic State University – San Luis Obispo
Kiana Shelton	Mental Health Therapist IV	Behavioral Health Department
Laura Zarate	Secretary I	Behavioral Health Department
John Aparicio	Outreach Coordinator	Veteran Services Office
Lilia Rangel-Reyes	Multicultural Specialist	Tri-Counties Regional Center
Leola Dublin MacMillan, Ph.D	Assistant Professor	California Polytechnic State University – San Luis Obispo
Yesenia Mora	Behavioral Health Clinician	Drug & Alcohol Division
Katherine E. Soule	Director	UC Cooperative Extension & Youth, Families, & Communities
Barry Johnson	Division Director	Transitions-Mental Health Association