

## HispNet Minutes – Meeting on 02/11/16

### Mr. Gene Evans (Sponsor)

- **Honored to be our sponsor!!!**
- Spoke about sponsor responsibilities and how he can assist us in getting face time with DHS Director.
- Communications and legislative affairs are under Gene- now known as Public Affairs.
- Has worked with Oregon Department of Education with Susan Castillo (State Superintendent) and, Health and Human Services (with Erin Kelly Seil).
- GOALS and VISION- He will the path to see those through and keep the group on course.
- WORDS of ADVICE – ERG’s are based on employee survey data (20% are engaged with their jobs). If employees are happy, productivity increases, employees will support each other, and increases engagement.
- Has viewed the draft goals and believes he can help with social media & websites, and support employees.
- Employee Satisfaction Survey: there is no mechanism to share results with field staff. Leadership has access, but unless these are shared by management, information/results are not getting out. Agency needs to do better.
  - Survey does not capture demographics. Based on salary level.
- Surveys (English and Spanish) are being sent quarterly to clients via email (email obtained from when they apply via CAPI).
  - Results are broken down by branch and county. Agency receives about 5,000 responses per quarter.
  - There is an incentive drawing of \$25 (gas card).
  - We receive about 10-11 new emails per month
  - Survey is sent out electronically as there is no funding for paper surveys to be sent.
- Update on Director Hire – National search and recruitment underway. No candidate has been identified yet.
  - Media coverage making recruitment difficult.
- Gene and HispNet leadership will be meeting once per month to stay on track. Gene will continue to come to our meetings

### Training Topics coming to HispNet

- The following trainings will be taking place during our next quarterly meetings. These courses were identified based on a survey completed by you at our last meeting.
  - 🚩 Communication – Understanding yourself and others (course # OR3369)
  - 🚩 Purposeful Feedback (Course # C04439)
  - 🚩 A- COACH approach for all staff (Course # C04616).

- Other possible trainings/presenters:
  - TED talks
  - Let's talk about race
  - Refugees
- Another idea was for HispNet to create a resource or find resources for folks (non-Latinos) who want to know about our culture.
- Another topic we talked about – Unaccompanied minors.
  - Majority of the children are from South American countries (Honduras, Guatemala, El Salvador, etc.)
  - Federal Gov't has program specifically for these children.
  - If child is determined to meet refugee status, he/she is moved to WA where other programs are easier to access/available.
  - Children are not brought to DHS due to State funding/resources. However, some of these children are mandated by court to be placed in DHS custody.

### **Update on Language testing – Emese Perfecto**

- Certification testing is moving forward.
- If your job description does not require the skills, then you will NOT be tested for that skill.
  - Example – phone bank people use a script to transfer calls to appropriate office/extension. They will not be required to take a test with so much depth. Compared to CM's who use the language to write and speak – they will require a higher level of proficiency.
- Proficiency levels are conversational, policy and rule explanation.
- Test is administered in Spanish (not a Spain Spanish).
- The test is about determining how well we are service our clients.
- The test is not to determine who is being utilities and at what frequency at each office. This is an HR /program task.
- Proficiency **DOES NOT EQUAL** Interpreter
- Testing can be done in between jobs, just as background checks are done. If you get promoted and do not pass the test, you cannot use the Spanish and may lose differential.
- Managers are being informed at every meeting about the test. Emese is making sure they understand the difference between BILINGUALS and INTERPRETERS.
- Emese is also working on “I SPEAK “cards for clients who do not speak English or interpreter is not easily available for their language.
- Testing will be begin sometime in April/May 2016. Emese is hoping to finish all testing by the end of the yr.
- Current employees will have 2 tries in 6 months to complete test.
- Advice- complete test as soon as you can.

## **Work Force Project: Melissa Sampson- Grier**

- Cross systems and Equity Coordination for CW talking about disproportionalities for years.
- Reduction in the number of kids in foster care, except for minority children have reduced since 2009.
- Angelica and Melissa have created a “Champion Grp”. Currently curriculum is being researched.
- REACT – Racial Equity Advisory Committee Tillicum (Tillicum means “family” in the Chinuk WaWa Language) is a task force that will be meeting to go through the racial equity and make recommendations.
- Recommendations will be made around retention, recruitment, training, community capacity building, policy and practices, and database decision making.
- Looking to expand this grp and develop sub-committees. Managers, field staff will bring different points of view.
- The work is challenging but will have an impact. Also, these are courageous conversations to bring to the table.
- Melissa will be back to our future meetings.

- Contact info :

Melissa Sampson-Grier  
Cross Systems & Equity Coordinator  
Office of Child Welfare Programs  
(503) 947-5076 Office  
(503) 602-8905 iPhone  
[Melissa.Sampson-Grier@state.or.us](mailto:Melissa.Sampson-Grier@state.or.us)

BEST WAY TO REACH HER IS VIA E-MAIL OR IPHONE 😊

## **Charter and ERG Update**

- See attachments
- Work group met in 3 different sessions to review charter and update goals/vision.
- Meeting with Gene soon and then off to OEMS for final process in becoming an ERG.
- Charter can be revised annually. 11 goals identified by the workgrp. Gene suggested we focus on 2-3 goals for the next year.
- Breakout sessions will also be happening at each meeting to focus on goals. We need your help to achieve our goals.
- Anselmo (no longer with DHS) sent out an email about event in Eugene about Latinos in the media. These type of groups promote the opportunity for reaching goal # 2 (Community Events). This is a great way to accomplish the goals on the small scale.
- To be in the leadership role or the subcommittee, there has to be expectations to move this group forward.
- Treasurer – If you are interested in being HispNet’s Treasurer (See role/expectations on Charter) please be prepared to present to larger group in

- May. Why should you be elected Treasurer? OR Contact Angelica/Brenda if interested.
- John Flores volunteered to create a document/email for Latino Heritage month in September on behalf of HispNet.

### **MP Medical Foundation - Juanita Cedillo**

- See attachments
- Available in other locations throughout the State. Contact Juanita Cedillo.
- Different programs available for women who are un/under insured. These programs are free of charge and can help with prescriptions, mammograms, etc.
- Some of the programs are :
  - Project Access- free individual health care including out-patient services. Medical care and services are donated
  - Med Assist – Helps with prescriptions. Cost depends on the pharmaceutical company.
  - MOMS plus – helps recovering single moms while teaching self-sufficiency skills.
  - Women’s Health Program – Mammograms free of cost and any other diagnostic testing.
  - Latina Initiative – Partnered with Susan G Komen and Kaiser Permanente
    - Income is up to 250% FPL
    - Free mammogram and other testing that is needed
    - Can cover removal of breasts and reconstruction.
- Woman does NOT have to be lawfully here or US Citizen.
- Resources available for men too. Call Juanita for other resources.

### **Round Table**

- Voting structure may change in the future where it is for “Members” only OR keep it open to all attendees as it currently is.
- Multiple people expressed the importance of having “cultural competency” course be mandatory every year. Also, State is changing and curriculum should reflect this.
- For Coos Bay – Mexican consulate will be in town May 21<sup>st</sup> and 22<sup>nd</sup> at the Community Action Building.
- Group has also expressed the excitement of HispNet becoming an ERG!!!
- Some staff are still having difficulty getting approval to attend HispNet from their manager (s).
  - HispNet is becoming an ERG; this may play a HUGE role for getting managers to allow more participation. This is a work in progress.
- **MUCH APPRECIATION TO THE SUBCOMMITTEE AND WORKGROUP FOR THE HARD WORK AND TIME.**

**Break Out Session: How Do we market HispNet to get more members??**

- Other meeting places
- V-Con
- Brochures/Flyer
- Continue to report out at All Staff and/or Huddles and invite everyone, not just Latinos or bilingual staff
- Flyer attached to New Employee Orientation packet
- Use Gene Evans to promote importance of HispNet to management
- Continue to market at Diversity Conference
- Update material used at Diversity Conference to make a bigger presence
- Really push social media and update look of website
- When becoming an ERG, invitation can be sent out Statewide and not just to attendees

**Evaluation – See attachment**

**Future Quarterly Meetings – see attachment.**

- NOTE- Meetings will be starting at 8:30 am. Not 8am.