

POC Call 03/14/19
Facilitated by Christopher Watson
Minutes by Veronica Shead

Opening comments (Christopher Watson)
Welcomed those to the call.

SIG Leadership Announcements (Marcos Lopez/ Gayle Iwamasa)
Working on Presentations for the AVAPL conference. Allyship is the topic for both the Panel Presentation that Dr. Iwamasa is working on as well as the Breakout session that Dr. Lopez is collaborating on with Dr. Spain (LGBT) and Dr. Joseph (Women's Issues).

Dates for AVAPL Convention begins the evening of May 28th -30th with a workshop on suicide prevention on May 31st

If interested there are hotel rooms still available at the Westin.

They are also planning for social activities at AVAPL
Please stay tuned there will be an update for the group on next month's call

VACO update (Gayle Iwamasa/ Claire Collie)

1. Mental Health Hiring Initiative
 - a. Many MH positions are being listed as critical.
 - b. Trainee recruitment event going on now and has been extended until June. Hopefully facilities are taking advantage of this as they have been successful. Matt Moore is spearheading this initiative and would be happy to support facilities

1. Increasing Capacity, Efficiency and Productivity Initiative (ICEP)
Metric called bookability – the Dashboard has some inaccurate data so there is a need to make sure that staff is labor mapped correctly and obtaining workload. This should be reviewed quarterly with each individual to ensure that all are working to their full capacity.

Dr. Watson mentioned that sometimes it can be difficult to get in front of the MH leadership to discuss these topics but any work surrounding this could get you

AVAPL Executive Committee (Sam Wan)

Meeting with the Office of Diversity and Inclusion with Sherron Jernigan (Monday 25th or 26th) meeting should be an hour or so.

Cultural Competence is not required how do the work to ensure that Veterans are receiving culturally competent care

Trying to introduce them to AVAPL and working to show that the organization can be an advocate

Dr. Iwamasa made a point that no one is tracking the demographics of those they are hiring in the Mental Health initiative. This is indicative that this is not a priority. If that is a priority as listed then this should have been tracked through collaboration with other departments to demonstrate their efforts.

Dr. Watson said that as a SIG many would like to assist with their efforts surrounding recruitment and retention. Recommended tying it to APA standards for accreditation at the local level.

Sam explained the meetings with VACO in two weeks- the goal is to establish a relationship with the respective offices. Since the SIG was interested in addressing the issue in Charlottesville they added a meeting with EEO as well as the Office of Diversity and Inclusion. More informal and raise DAV, American Legion to understand some of the legislative priorities and how we can support them. Last day meeting with the Legislature and their staffers and having specific talking points (ie. Title 38 inclusion of psychologists, Opioid crisis, etc.)

Sam is willing to bring back minutes to the group.

Working with Heather Kelly who is a full time Lobbyist and assists with understanding what is important to the staffers - They will be developed on Wednesday and Thursday and of the week and throughout the week in understanding what is important and keeping a finger on the pulse of AVAPL

Diversity Committees at the facility level (Veronica Shead)

Maurice Discussed the Hines VA – They have had staff and trainees and working with organizational change as well as education with staff. Case consultation having speakers come in that are well attended by staff.

Ines- Portland VA 2010 is when the Diversity Committee began. It began with trainees MDC (multicultural diversity committee). Getting more buy-in from the department is one of the difficulties. It was important to not have diversity separate from supervisory so the director of the Training Committee was welcomed. Psychologists, Fellow, Post-docs, Interns. Low membership

Chanda

Kelly Koo-has a behavioral health diversity committee at the Oakland VA- new and getting support from the leadership. Working to have meetings during clinical hours and interdisciplinary. They want the meetings to have a welcoming meeting so they will be calling them roundtables and have meeting specific to planning. Each site has their own committee and they come together will have the first meeting in April. Would be happy to share the email to assist with buy in.

Education Corner (Kristin Powell)

Would the group appreciate an on-going series with POC leaders who are able to share their experiences with the group overall. So if you are interested please let Kristin know so that she can coordinate or facilitate that. Would you like to hear from psychologists or to expand it to others? Psychologists seem to have narrow paths, but have a skillset that may be useful for other positions, so it may be nice to hear from others.

Please let Kristin know if you have additional suggestions, comments, and recommendations.

Concluding Comments (Christopher Watson)

Next call: April 11, 2019, 1-2PM EST