



**Fellowship Advisory Committee Teleconference Meeting Summary**  
**Date: Tuesday, February 22, 2022 | Time: 1:00 p.m. – 3:00 p.m.**

**MHSOAC**  
**1325 J Street, Suite 1700**  
**Sacramento, CA 95814**

**\*\*DRAFT\*\***

<b>AC Members:</b>	<b>Staff:</b>	<b>Other Attendees:</b>
Khatera Tamplen, Chair Carol Kerr Lakita Long Shannon McCleerey-Hooper Hector Ramirez Toni Robinson	Anna Naify Tom Orrock Maureen Reilly Brian Sala Cody Scott	No members of the public in attendance

Committee Members absent: Noah Abdenour, Lynna Do, Sally Mandujan, Larisa Owen

**Welcome, Announcements, and General Public Comment**

Commissioner Khatera Tamplen, Committee Chair, called the meeting to order at 1:03 p.m. and welcomed everyone to the second meeting of the Fellowship Advisory Committee (AC). The goal of the Committee is to provide expert feedback on developing a Mental Health Policy Fellowship at the Commission. Assembly Bill (AB) 1134 mandated that the Commission will have at least two fellows with different expertise. Named after respected mental health advocates in California, the Sally Zinman Consumer and Rusty Selix Mental Health Professional Fellows will apply their expertise and background to all aspects of the Commission’s work. At the same time, this Fellowship program will serve to bolster the Commission’s ties with the research community, mental health practitioners around the state, and the stakeholder community by bringing members of those communities into the Commission’s staff for a year.

Chair Tamplen reviewed the meeting agenda. She stated the Committee will continue to work on developing the Commission’s Mental Health Fellowship Program by discussing the key areas of focus such as program goals, design, eligibility criteria, application process, and other opportunities.

Cody Scott, MHSOAC staff, called the roll and announced a quorum was not yet present. A quorum was achieved when Carol Kerr and Hector Ramirez arrived.

Public Comment

No public comment.

### **Agenda Item 1: Action – Approval of the January 11, 2022, Minutes**

Chair Tamplen asked for a motion to approve the meeting minutes for the January 11, 2022, Fellowship AC teleconference meeting.

Committee Member Robinson made a motion to approve the minutes as presented. The motion was seconded by Committee Member McCleerey-Hooper.

Vote recorded with participating members as follows:

- Approve: Committee Members Kerr, Long, McCleerey-Hooper, Ramirez, and Robinson, and Chair Tamplen.

### **Agenda Item 2: Continue Discussion and Priorities**

Chair Tamplen stated the Committee will continue to discuss key areas of focus for the fellowship program, including but not limited to program goals, design, eligibility criteria for fellows, application process, and other opportunities.

Anna Naify, Psy.D., MHSOAC Consulting Psychologist, facilitated the session and asked a series of questions. AC Members provided the following feedback:

#### Outreach and Recruitment

1. What outreach strategies will make this fellowship successful and attract diverse applicants?
  - Community stakeholder groups and their social media accounts can have conversations with key players who deal with digital marketing and outreach.
  - In digital deserts, it is important to be creative about advertising. Not everyone has the same access to technology. Language is important – handwritten materials can be delivered to peer advocates or community mental health workers that are part of the stakeholder process.
  - Commission Stakeholder Contractors are great resources to get information out to the wider community.
2. What are ways we can advertise for the programs? Where should we advertise?
  - Questions 1 and 2 work together in terms of getting a diverse group of individuals at the same time to create a sense of marketing, like a package deal.
  - Advertise the fellowship positions on the front page of the website, at CAMFT, and at the Association of Psychologists.
3. What screening tools would help identify the best candidates?
  - Individuals should have a passion for public service. Perhaps it could be one of the writing prompts for applicants to respond to.
  - Include an oral interview along with the writing prompts for individuals who may not have the writing skills to complete a writing prompt.

- References are key. It is important that applicants are embedded in the public mental health system so they come with a knowledge of the system.
  - Include questions about the applicants' involvement in their local community so they are bringing that expertise to the Commission about the parallel process and the kinds of issues seen at the local level.
  - Ask applicants to respond to vignettes of the kind of situations that a qualified candidate would face. It would be helpful to have anecdotal pictures of the work.
4. How long should recruitment should be? Is advertising in the summer for fall the right timeframe?
- Advertising towards the end of a semester or quarter will be a better time for college students. Advertising during the summer months may not be the best time because people are out of school and recent graduates may have already moved on.
5. Do you think it is worth reaching out to and posting fellowship opportunities with universities?
- Yes, although it should be more specific than just the university in general. Specify the departments such as the health departments or social work departments. Also, post at on-campus clubs specific to these target areas.
  - Find people who are close to completing school or as an opportunity for post-doc hours.
  - Do a snowball reference to people known through work who are doing things that are adjacent to this job or have experience working with SMI or peer providers. Do networking as a targeted outreach rather than doing a general advertisement.
- Q: Would you take someone for the practitioner fellowship who is in private practice?
- A: Yes. Other employment does not matter. There is discussion about the fellowships being full-time positions but there is flexibility there.

### Qualifications

1. What qualifications should be required for the peer fellow?
- Peer support training should be a foundation for the peer applicants.
  - Years of experience post-certification or the number of years they have been doing the work.
  - A minimum educational requirement of an AA degree, over 18 years old, trained in peer support, certificates of completion around certain peer modalities.
  - The same challenges that keep someone from getting a BA degree also exist for someone who is trying to get an AA. Instead of requiring any type of degree, require an AA or X number of years of experience. Sometimes it can be triggering for someone who is very new to be in these spaces. Years of experience is the key for an authentic peer voice.

- Require a GED as the minimum. Academic degrees do not necessarily play a role in a fellowship in advocacy. Education is a barrier to many peers. Break from tradition and open the playing field to individuals who are actively active in advocating – active in the community, active at the state level, a person who speaks their mind, a person who is trained in understanding what peer advocacy is.
  - A minimum training requirement of peer support core-competency-focused training. Word it in a way where applicants can collect several things that they have participated in that give them the foundational understanding of what their role is as a peer.
  - Active recovery is at the center. Be able to role-model their recovery in front of other people with an understanding of boundaries, meaningful disclosure, etc.
  - One year of experience is not enough. A person needs to be actively invested in an advocacy project that has taken them longer than a year. It should be a minimum of 18 months or two years of vocal advocacy. The person who is new may not know when or how to speak in certain rooms.
  - Being selected for a fellowship is an honor and should require some kind of earned piece.
  - Experience that has identifiable intersectionality. Evidence of a sense of humor is important to do anything that requires anything bureaucratic.
  - Experience living, working, and advocating in the California system is important.
  - Familiarity of the MHS and Medi-Cal and the interface between them.
  - It would be nice to have someone who is bilingual/bicultural.
  - Stipulate that the person must be off paper, off supervised probation. Having a colorful past should not be a barrier, but the person should have worked through that barrier to be a part of this fellowship.
  - A vision of transformation for California mental health.
2. What about the practitioner?
- It would be nice to have someone who is bilingual/bicultural.
  - Experience that has identifiable intersectionality.
  - Stipulate that the person must be off paper, off supervised probation. Having a colorful past should not be a barrier, but the person should have worked through that barrier to be a part of this fellowship.
  - A vision of transformation for California mental health.

### Training

1. What topics should be covered in orientation?
- The roles and responsibilities of every member of the fellowship need to be identified, defined, and then voiced during the orientation process so there is no

question as to where the person is working, their responsibilities, and what their role is at the table.

- Define the MHSOAC's role in policy-making.
- Provide an in-service for all fellows on how the MHSOAC meets and what that process looks like in real-time, where the fellows have an opportunity to sit in on meetings as an observer while being mentored in the process to get an understanding of the rhythm, the types of questions asked, timing, and when it is appropriate to get up and move around and when it is not.
- There are two different kinds of orientation:
  - Learning about the organization, who the fellows will be working with, work details such as length of hours, key locations in the building, the best way to communicate, such as emailing, etc. Answer seemingly simplistic questions as a foundation so the fellows will feel more comfortable in their new position.
  - Learning about expected outcomes, whether that is a work product, that they will be employed at the state level, or that they will lead a new level of peer advocacy. Talk about where you are and where you are going.

## 2. How should we establish training needs?

- One of the focus areas will be the internal policies at the Commission – the policies that need to be reviewed with a peer or practitioner lens. Training about the internal processes of policy development and changes is important. This is an immediate way for the fellows to help the Commission.
- Provide an overview of the MHSA. CAMHPRO and Cal Voices have trainings with balanced perspectives.
- There should be minimum training requirements for the person participating and understanding specific competencies in peer support but also understanding the history of peer support, conflict resolution, and peer role such as has been identified by SAMHSA's general core competencies.
- There are certain aspects of training for peers and advocates – the basics of advocacy, conflict resolution, peer support, and core roles and responsibilities – being person-centered, mutual, recovery-oriented. Peers get these trainings everywhere they go, but there must be fundamental structure. CAMHPRO does that. Cal Voices has their peer support training, MHSA-focused training, and the history of peer support.
- Learn how to not burn bridges and how to build new ones.
- Uplift the work that the Commission is doing around racial equity.
- Train on basic research skills, community engagement processes, being organized, being proactive with community engagement, reaching out to different communities, and bringing back all the findings and putting them in writing.

3. From a workforce development perspective, how can we train the fellows to be successful in working with mental health policy?
  - Training about understanding CalAIM and foundational work about understanding the transformation system based on this new law. Provide understanding about where the peer and practitioner roles fit in with advocacy and why they are there. A big piece of the puzzle is including the peer and practitioner voice at the table.
4. What steps can we take to make learning policy/ policy change more accessible and less intimidating?

No feedback offered.

5. Who should do the training?
  - Provide an overview of the MHSA. CAMHPRO and Cal Voices have trainings with balanced perspectives.
  - Provide training by entities that are identified by the state as a peer training entity.

#### Program Goals

1. What are some clear program goals for the fellowship?
  - Peer certification is still rolling out. There is a lot of work to be done in that area.
  - Support peer-run organizations and their ability to be site-certified to do Medi-Cal billing.
  - Work towards a draft job classification for peer support leadership at the Commission with input from the community and other stakeholders.
  - Help counties come up to par with some of the policy work that happens within the peer community and also to prepare for new opportunities and restructuring coming down the pipeline.
  - Work on sustainability of the fellows positions.
  - Find ways through legislation or policy to help create similar positions in counties that have opted-into peer certification to support peer organizations in billing for the work they do and to provide necessary feedback to counties on the MHSA and other budgetary or policy opportunities that counties can utilize through their already-established community planning processes in creating this new position. Not many counties have peers in policy work.
  - Gather and disseminate best practices that can translate across systems.
  - Understanding mental health for older adults and understanding neuroscience are gaps that could be filled.
  - COVID mental health and how COVID has impacted communities, particularly communities of color, is an emerging field. Develop how mental health is impacting individuals who have contracted COVID-19 or their family members.
2. What projects/policy areas should they focus on?

- Policies around the digital divide issue in the older adult community or individuals with lived experience, which has been amplified by the COVID-19 pandemic.

### Supervision

#### 1. What qualities should the supervisor possess?

- Experience with peer provider programs and peer case managers. It is not just a clinician who has the right license – it needs to be someone who understands bureaucracy at the state and county levels and also has experience with peer programs, advocacy, and policy work.
- Joint supervision of both fellows where the two are present in the supervision session to learn from each other, based on the feedback received from the supervision.
- The fellows should meet with the supervisor once a week or every other week.
- A sense of humor and humility, administrative experience, a good mixture of academic skills with a psychosocial understanding that tends to be supportive, especially when dealing with things under pressure.

#### 2. What are the best strategies for supervisors to support professional development in fellows?

No feedback offered.

### Feedback and Quality Improvement

#### 1. What will the process for obtaining feedback from the fellows be?

- It needs to be open and honest. Be careful who administers the questions. It should not be the person the fellows report directly to or the person that person reports directly to. Perhaps someone in a different position or an HR person.
- Frame it like an exit interview. Ask questions about the work environment, what they learned from the fellowship process, what was difficult, how they benefitted, skills they learned, what was challenging and how they addressed that, and the level of support received.

#### 2. How can we utilize their critiques to improve the fellowship each cycle?

No feedback offered.

### **Agenda Item 3: Wrap-Up and Adjourn**

Committee Member Ramirez asked to connect with the California Endowment, the Justice League, and other thinktanks in California to invite them to provide feedback at the next meeting.

Chair Tamplen stated the next Fellowship AC meeting will be on March 22<sup>nd</sup>. There being no further business, the meeting was adjourned at 2:37 p.m.