



Behavioral Health Board – Region 3 Serving Adams, Canyon, Gem, Owyhee, Payette and Washington Counties

SPECIAL EXECUTIVE COUNCIL MEETING MINUTES October 22, 2020 12:00 pm

Executive committee members present: Melissa Mezo, Joy Husmann, Chris Partridge, Marc Shigeta, Heather Taylor, Penny Jones, Mark Rekow,

Staff Present: Emily Straubhar

Guest Present: Kandy Weaver

Action Item: Facilitator for October 29, 2020 Meeting

Melissa acknowledged the difficulties and struggles in the previous months, so she reached out to Mike Kane, BHB's attorney who referred Melissa to Kandy Weaver. Melissa and Kandy connected before the meeting to discuss some of the concerns presented in the previous meetings and how to best address them. Per Melissa, Kandy doesn't necessarily feel like being a mediator to the BHB meeting next week would be the most beneficial for the board.

Kandy Weaver: Had a human resources and consulting business for over 18 years. Her main focus is "how do we resolve this and put it behind us so that we can focus on the vision of what we have to do." Kandy's recommendation is focus your energy on the job you are hired to do, or your mission. Per Kandy, regarding this particular issue is not severe. In the scheme of things, the severity is not all that great. The person who made the inappropriate comment has since resigned. There are people on the board who didn't think the chair handled the situation appropriately. This has been looked into and resolved. Bring the matter to the full board continues to stir the pot and not using the team's energy towards doing things that you need to do. Melissa had talked to Kandy about doing diversity training. Kandy's opinion regarding this manner is that until you know what the issues are and really deep dive into what the problems are, you can be hosting a one-hour workshop that's not going to focus. It would be in the best interest of the board to have a sidebar conversation with an independent person, such as Kandy, to find out what the real issues are and what they want to see happen and go from there. There is a person that is sensitive to what is going on, and it needs to be addressed, but to take the time out of the board's little time together and use that as the time to do that, in Kandy's opinion, is does not seem to be conducive or conducive.

Melissa: Opened the floor for board members to speak.

Mark Rekow: Agrees with Kandy's assessment. He doesn't think it rose to the level of severity that BHB is pursuing. "It's very perplexing that we are even going this far down this road, but I'm willing to do whatever the general consensus is. But I agree, it doesn't rise to the level of severity that we're thinking right now."

Penny Jones: She was part of the group accused of marginalizing groups of people. "First of all, I need to take full responsibility for being insensitive in the sense that that was not my intent. Not always does my brain match my mouth and I surely wouldn't want to hurt anybody for any reason at all. I feel terrible about it, to be honest with you. My intent was to make sure that we were equalized for all individuals in my community, and it obviously didn't come out properly. I personally need to apologize to the individual that offended by what I had said, so I take full responsibility for that. As far as the board goes, I feel I have a lot to contribute but I'm also very sorry. I will take responsibility. I just took a training online because I want

to be better and be a better human being when it comes to being sensitive to other people's needs. I do want to see the board move forward and I want to see this thing heal."

Melissa: Acknowledged that Penny's intent was not said out of malice.

Kandy: Commented that there are two ways to look at Penny's comments and that's with intent and impact. The intent of Penny's comment was to be inclusive, and the impact didn't come off that way. Kandy appreciates that fact that Penny is willing to apologize.

Chris: Ready to move forward. Vocalized that the BHB has spent a lot of time on this issue.

Heather: She reached out to Alex a couple weeks ago to gain a better understanding of what he means by cultural competency training because it is a broad term. Asked him what he thought would be helpful to the team and she summarized the email that he sent to her. Heather agrees with the sentiment of the other members in that if there was to be another class on bias it's not going to give the end result that everyone is wanting. She thinks it needs to be on the BHB webpage with some links.

Action: Emily will need to collect W9 from Kandy Weaver if board members wish to pursue with an interview.

Action Item: Approval of Funds for Training

The board will not be providing onsite training that would be paid for out of board money, but rather would move some of the trainings onto the website and ask that board members complete one or some of the trainings.

Motion: Motion carried by unanimous approval.

Action Item: Approval of Grant Application

Joy Husmann presented. The grant opportunity is for recovery support services. Emily has been hired as grant writer to help assist with the writing efforts. All of the boards have been encouraged to apply for funding opportunities. At the next board meeting, there will need to be an agenda item to make sure there are not conflicts of interest.

Motion: Motion carried by unanimous approval

The executive committee agreed to cancel the executive meeting scheduled before the next behavioral health board meeting on October 28, 2020.

Meeting adjourned at 12:45pm.