



COUNTY OF VENTURA – LEARNING AND DEVELOPMENT CEO-HR

Diversity and Inclusion Task Force Meeting

Date: November 15, 2019 Time: 2:30-4:30 Location: HOA Room 231

Facilitator: Shawn Atin Note taker: Betsy Swanson Hollinger

Attendees: Shawn Atin, Claudia Bautista, Erik Cho, Rosa Gonzalez, Melissa Livingston, Marcus Mitchell, Jennifer Orozco, Barry Parker, Mike Powers, Monique Nowlin, Ramon Tejada, Rebecca Willhite Staff: Betsy Swanson Hollinger, Matt Escobedo

Not attended: Tabin Cosio, Joseph Moore, Matt Smith

Agenda Item Discussion Summary and Agreements

Welcome, Agenda Review and Introductions Dr. Tejada welcomed everyone, and did a review of the agenda and meeting minutes. Introduction of special guest Monique Nowlin, Deputy Director of Area Agency on Aging. Mike Powers introduced the topic as our Task Force looks at best practices in inclusion in our workforce and across our County. The Emergency Planning Council used to be more city specific and silo'ed but now it's becoming more integrated and having a focal point. Today is about being proactive about Emergency Planning to be inclusive of the DAFN needs.



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### Preparation and Notification Processes for our Residents Who Have Disability, Access, and Functional Needs for Disasters.

- Who are the DAFN?
- What are their needs, in case of emergency
- How do we engage the community to ensure we have the appropriate definition/outreach services to them?

Melissa was invited to share her expertise in this population as HSA serves the DAFN and more recently has been in the forefront of outreaching to this population. HSA has programming to make sure they are safe and have what they need to survive before a disaster occurs or when there are PSPS's (public safety power shutoffs) that would affect life dependent equipment or medicine.

The DAFN is a wide grouping of people in our community and even in our workforce. We are specifically looking at how they can have equal access to services, support and information to ensure their safety, wellbeing, self-reliance and independence. It includes people in the following groups:

- Developmental or intellectual disabilities
- Physical disabilities
- Chronic conditions
- Injuries
- Limited or no English proficiency
- Age, including older adults and children
- Living in institutionalized settings
- Low income
- Homelessness
- Pregnant
- Transportation disadvantages, including dependency on transportation

Melissa presented the following educational information:

50% of those in shelters during disasters are in these categories. FEMA and first responders know that they are tasked with handling the actual disasters so there are needed roles for other support services to help prepare and take care of people during a disaster. Local government cannot do it all by ourselves; there may be other community based organizations more closely involved in their lives that can make a bigger difference like MICOP, etc. People will go to their trusted community group before local government sometimes. People can be alone and without power from 1-3 days.

There is a need to look at community mapping to hear the voice of the DAFN and where they live. It may be useful to take a similar approach as Health in All Policies, but DAFN in all policies. A need to have a disaster service worker that is DAFN friendly. For instance, the current Active Shooter training does not have a DAFN component. Perhaps have a guest speaker to come in and talk about the needs of the DAFN. Our Task Force can recommend best practices to serving the DAFN and perhaps have Dani Anderson of the Independent Living Resource Center join us. Edison has expressed interest in partnering with us on education and outreach for preparing for PSPS. We need a better plan for the homeless. Those in the Santa Clara river area were just standing on the side of the road when the fires came and they were displaced.



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Barry added that those in mental health institutions need to be looked at. The Thomas fire displaced about 70 people from Vista Del Mar and one of the closest places for them to go was San Francisco. This is unacceptable. Animals are important to us and we were doing a better job evacuating horses than people. Those with mental health issues may not be good candidates for a public shelter so we need a plan.

Rosa shared an example of a community partnership that allowed us and others to disseminate the correct N95 masks because people were using bandanas, surgical masks that are not as effective keeping out smoke and particulate matter.

Most importantly our first responders cannot handle all matters before and during a disaster. 1 in 4 people have a disability, AAA says it has about 40,000 in their database. Community groups have data too. Fire uses a database to identify low income and densely populated areas when an event happens.

Matt proposed to start learning the challenges of each of the DAFN populations. Define the population and have an expert describe the unique needs would be useful.

Melissa added that HSA has a database of the DAFN and is augmenting the data from the state with Medicaid and Medi-Cal. During the Thomas fire, all DAFN who were contacted were then documented by HSA. Assisted living people need extra care that a normal shelter cannot provide.

Best practices are:

- To establish an Office of DAFN and have the office actively engaged in the community
- Hire a consultant to go out into the community to do a needs assessment, to find out what the real needs are. This would be needed for each of the 10 cities.
- Have a DAFN coordinator to centralize outreach and make connections?

Erik added those disciplines/Agencies who already work in these populations probably have many of the solutions thought through. Our group should focus on making recommendations not figure out how.

Jennifer mentioned that some people may not even know they are DAFN. If you have a one way in and one way out on a rural type road, you are DAFN for your accessibility issues.

Barry mentioned in the fireside chat's with the community having 48 hours of no power is a reality and are your prepared. You have the responsibility to save yourself. Rosa mentioned that after the Wolsey fire, some people got upset about smoke in their home and asked local government to fix it for them. Government was helping people who lost homes, not who still have some. Education on the proper role and scope of government may be needed to intercept inaccurate expectations from the public.



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<b>Preparation and Notification Processes for our Residents Who Have Disability, Access, and Functional Needs for Disasters. Con't.</b>	Beckie mentioned the importance of stock piling prescription medications. Some medications cannot be stockpiled due to insurance limitations. Barry noted that for critical medicines they can be flown in and we currently have a mass stockpile of certain medications in Camarillo.
<b>Next Steps</b>	We will use the December meeting to continue the dialogue.
Next Meeting:	December 6 <sup>th</sup> 12:00- 1:00 HOA Room 231