**Person and Family-Centered Practices in Mental Health and Co-Occurring Disorders**

**Co Creation Group Summary**

**Date**: December 15th, 2017, Session B

**Location**: St Paul, Minnesota (Welcome House)

**Number of Community Participants:** 14 participants

**Summary of Roles and Identities:**

Two-thirds of participants identified as mental health professionals and 2/3rds as family. Six identified as services users of adult mental health services and four as services users of children's. The majority identified as primarily European-American heritage although two affiliated with Latinx heritage and four identified as African- American heritage.  Two affiliated with English as a second language, four as refugees or immigrants, and two from mixed heritage or blended families. One participant affiliated with the LGBTQA community and one with the military community. Participants used or delivered all of the identified professional and community roles. In addition they identified as having roles as first responders, peer specialists, and laity leaders.

**Major themes of each area:**

*Project Vision Statement:*

The project vision statement at this session was:  (12.14.17)
*Person and family-centered practices honor and support people's abilities, strengths, and personal power.  Each individual, family, and community has the ability to co-create a path to health, wellness, recovery, and resilience. These practices are rooted in cultural humility. Supporters engage these practices to help the person in the context of their current circumstances, preferred life choices, and family/family of choice, and other natural supporters.*

Below are some themes of conversations/response:

*Participants noticed:*
- The inclusion of family and other supporters
- The use of words and concepts that supported empowerment and focus on strengths
- The words "cultural humility", "help", and "support"
- Resilience
- Gives power back to the people

*Participants were excited about:*
- Putting people first (and not "patient")
- Including family and community as well as individuals
- Co-creation
- Choice and support
- Focused on recovery/wellness/resilience-not struggles
- The way the statement was strength-based and empowering (to <u>all</u> people)
- The inclusion of cultural humility, the importance of recognizing differences

*Participants wanted more clarity on:*
- Cultural humility- What is means? How to do it?
- Who are supporters? Is there difference between professional and natural supporters?
- What to do when people don't connect to others, don't know they might need help?
- Statement is too vague/too general, can fall flat when relational connections are out of reach or services are not there.

Participants wanted us to consider:
- Missing services and support to meet this vision
- Including more details on what to honor in a person (background, sexual orientation, etc.)

Cultural Humility:

The project working draft definition of cultural humility at this session was: (draft 12.14.17)

*Cultural humility acknowledges that culture & worldview influence all things and exert a powerful force on behaviors and beliefs. It acknowledges that the current human service systems are built on Western European cultural norms and American patterns of inequity. It acknowledges that the current system views people as being separate, broken, and needing to be fixed.*

*Cultural humility, rejects these views. It makes a commitment to lifelong learning about self and others. It includes a commitment to recognize and change power imbalances in our work, systems, and communities. It commits to co-creation of communities where all are included, valued, and share in power.*

*Participants noticed:*
- That this statement clearly acknowledges the system was built in a certain way that does not work for everyone (especially not people of color or immigrants)
- That this statement including acknowledging, rejecting, and committing to things
- That this rejected the old view of people as being separate, broken and needing to be fixed.
- That culture exerts a force on behavior and beliefs

- Lifelong learning for self and others, a journey
- Humility, learning from each other
- patterns of inequity and imbalances of power were acknowledged
- all are included

*Participants were excited about:*
- Recognizing and correcting or addressing power imbalances
- Co-creation, communities-all included, everyone is valued, honored, shares in power. It's exciting to see what this could look like.
- That the statement rejected the old ways
- That we cannot learn everything about a culture, it's a journey with ongoing learning, lifelong learning about self and others

*Participants wanted more clarity on:*
- How to ensure it is understood that culture is more than ethnicity or race
- All people have culture
- Not assume culture of families
- Who are the "people" in the statement about "people as broken…."?
- How are we going to achieve this goal?
- "co-creation" "current" "American" "human service system" is vague
- What are the systems we are talking about?
- What's the difference between sharing power and being empowered?

*Participants wanted us to consider:*
- Shared power—most people of color are really powerless. How far does the commitment to shared power go? What if you don't agree with me? Still willing?
- Is it "change" power? How is it changing? Who would to be from and given to? or Would "equalize" be better?
- People have to recognize they have culture (not just others). People/families are experts on their own culture. Professionals need to ask and not assume.
- We are all cultural carriers.
- Training on this should instill cultural curiosity when working with each person.
- Who will be educating the "system" and professional on cultural humility (should be people from underserved, under resourced communities). You cannot teach what you don't know.
- How do we define this in a way that can be sustained in a quickly changing system?

Training Ranking: (top 5 with an *)

Training Area 1: *Setting a Common Vision in Minnesota* a total of 21 votes distributed this way:
3- 1A Why is It Important to Understand & Apply Person & Family-Centered Practices?
*6- 1B What Does It Mean to Be Person & Family-Centered? (Defining)

4- 1C Defining & Describing the Difference Between These Practices & What We are Doing Now
*8- 1D What Will Have to Happen to Achieve this Vision?

Training Area 2: *Meeting the Needs of Minnesota's Diverse Communities* a total of 20 votes distributed this way:
0 - 2A Who Makes Up Minnesota?
*10- 2B Definitions & Approaches of Cultural Humility
*6- 2C Values, Beliefs, Needs & Strengths in Key Communities as Related to MH & COD
4- 2D How to Identify & Enhance Resources

Training Area 3: *Enhancing Professional & Organizational Practices* a total of 19 votes distributed this way:
1-3A Valuing & Supporting Professionals
2- 3B Working with the Resources Available Today
3- 3C Approaching Rights and Choices
4- 3D Supporting Relationships & Social Roles
*5- 3E Being Active in System Change


Quotes:

*"This vision is about building people up and empowerment and how to grow strengths."*

*"We have to be humble and accept we don't know everything."*

*"People are complicated and we can't use a single diagnosis to define or label them. We need to make a lot of effort to understand them in the real sense."*

*"'Each individual is able to co-create a plan to health, wellness and resilience.' This statement stands out because it gives the power back to the people."*

*"Cultural humility is a journey. You can admit you need to learn more."*