



Advisory Committee Meeting Minutes

Immigrant Work Force Health Initiative

November 13, 2008

MEMBERS PRESENT: Jim Baker, RN, Terri Donlin Huesman, Katrina Farmer, Carla Fountaine, Patrick Hansen, Ayako Kaino, Cathy Levine, Tracy Montgomery, Victoria Nunes, Beth Pierson, Linda Ross, Gail Sudore, Michelle Vander Stouw

OTHERS PRESENT: Amy Litzinger, Diana Sierra

COMMITTEE HOSTS: Jeff Biehl, Alicia Smith

Jeff Biehl called the meeting to order at 8:35 a.m. After an overview of what came out of the last meeting in July around key findings from focus groups and learning sessions, the committee was presented with the work that has been done since the July meeting. Biehl explained the details of the *Latino Health Connector* model (attached) and walked the committee through the process of how it would work.

After the presentation, Biehl asked the question “Is this a good place to start?” The committee provided the following themes around their questions and comments:

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| <p>Measuring Successes</p> <ul style="list-style-type: none"> • 12 months might be hard to evaluate health improvement – might want to look at other measures such as how many individuals received screenings • Will there be baseline data for the roughly 130 participating individuals? • One success indicators can be the employee turnover rate • Need to look at measures from the standpoint of employers and not within a social services context | <p>External vs. Internal Latino Health Connector</p> <ul style="list-style-type: none"> • Has there been discussion on the Navigator working directly for the employer versus being employed by a different organization (external vs. internal)? • Many organizations are downsizing – to them, this model would be another thing to take on • Human resources professionals are always overburdened and what happens to Navigator function when HR responsibilities are narrowed? • A shared collaborative would attract small businesses |
| <p>Other Community Resources</p> <ul style="list-style-type: none"> • Look at other navigators in town (OSU & Us Together). • Can we connect the 211 FirstLink system with the navigator? • The United Way is aligned with some of this project’s goals – may be an opportunity for funding • There can be a potential to create a volunteer core – be advocates at the workplace • How will LEON’s Abrete Sesamo curriculum be used? | <p>Roles of Navigator, Educator & Employer</p> <ul style="list-style-type: none"> • Where does the Navigator come from? • Where will the navigator be housed? • The navigator may have to help with setting appointments but the employee needs to be empowered • The educator needs to be someone with certain sets of talents to engage employees • What role will LEON play? • What motivated the two employers to participate? • Is there anything unique about the two employers (Crowne Plaza and Cameron Mitchell Restaurants) that would limit the model’s ability for replication? • Has there been discussion with businesses about reducing costs & absenteeism if this model is used? What’s in it for them? • How will employers’ own wellness programs affect this project? Where does it fit in? • There needs to be an incentive for employers |

Cultural Competence

- Some immigrants may be wary of a paid navigator
- Is the navigator teaching or facilitating organizational culture change?
- Latinos get a lot of their information through their church/spiritual settings – we could tap into that
- Loyalty factor is huge in the work force since there is a big turnover rate in the hotel/restaurant industry
- Pay attention to access to the Latino Health Connector (i.e., what makes sense to the community and what makes sense to employers)

Restaurants vs. Hotels

- Be attentive that there may be a couple of different models for restaurants and hotels
- I'm interested in the difference of strategies between hotels and restaurants
- Because restaurants typically don't have the space, maybe a mobile unit could be used to for the screenings

The committee was briefed on the project's Next Steps which includes identifying additional employers to participate in the collaborative, further conversations with potential vendors for the *Awareness* and *Navigation* components and meeting with the participating employers to finalize selection of vendors.

CHECK OUT: In a sentence or two, what are your ideas on the role of the advisory committee moving forwards?

The committee provided the following suggestions:

- Do you need an advisory committee?
- Look at the composition of the committee. The committee should be representative of industry participants.
- There needs to be worker bees and not just those with probing questions.
- Observe differences between hotels and restaurants to potentially create a hybrid model and approach.

The meeting adjourned at 10:00 a.m.

Advisory Committee Next Steps:

Project leaders will send periodic updates to the Advisory Committee for reflection and feedback. Composition of the advisory committee and next meetings will be determined based on what is needed to advance the project.

How will the Latino Health Connector work?

