

Healthcare Equity Advisory Council
Tuesday, December 16, 2025

DRAFT MINUTES

Community Council Members Present

Hugo Tapia
Kimberly Thomas-Kelley
Emily Bridges
Liz Diaz-Querol, MD
Celia Daniels
Juana Zaragoza

Community Council Members Absent

Alejandra Valencia – Chair
Kimberly Cofield
Martha Shapiro
Bianca Farmer
Yvonne Gutierrez
Jacqueline Avena

Interpreter

Martha Teissiner

Administrative Council Members Present

Theresa Cho, MD – Chair
John Fankhauser, MD
Loretta Denering, DrPH
Vikram Kumar, MD
Lizeth Barretto
Kristina Swaim

Administrative Council Members Absent

Deanna Handel
Shannon Burke
Rigoberto Vargas

Minutes

Andrew Berner

1. CALL TO ORDER

The meeting was called to order at 5:40p.m. by Chair Theresa Cho, MD.

2. ROLL CALL

3. APPROVAL OF MINUTES: October 21, 2025, meeting minutes were reviewed.

ACTION: Upon a motion made by Kimberly Thomas-Kelley, seconded by Council Member Hugo Tapia, the minutes were approved as submitted.

4. PUBLIC COMMENTS FOR AGENDIZED ITEMS & ITEMS NOT ON THE AGENDA

None

5. 2026 HEALTH EQUITY ADVISORY COUNCIL CALENDAR (VOTE)

DISCUSSION: Request to revise.

REVISED PROPOSAL: Meetings will take place the Third Tuesday of every other month except November when a meeting will be held immediately following October. The 2026 Calendar will be held on the following dates: February 17, April 21, August 18, October 20, November 17.

ACTION: Upon a motion made by Council Member Dr. Liz Diaz-Querol, seconded by Council Member Lizeth Barretto, the 2026 HEAC Calendar was approved as proposed by Dr. Cho.

6. SANTA PAULA HOSPITAL UPDATE (John Fankhauser, MD)

DISCUSSION: HR1 legislation is expected to impose a substantial financial burden on the County, particularly impacting the Health Care Agency, and will have nationwide effects on health care services. Concurrently, SPH must comply with state mandated seismic upgrades, prompting plans to relocate services to the main campus at VCMC. Despite these challenges, efforts will continue to maintain uninterrupted emergency services beyond 2030, with a strong commitment to serving all patients in the Santa Clara River Valley.

7. IMPACT OF HR.1 ON THE COMMUNITY (Theresa Cho, MD)

DISCUSSION: HR1 introduces historic Medicaid cuts of \$1 trillion and new work requirements for Medi-Cal, reducing coverage and increasing financial strain on the County's safety net hospitals and clinics. Quality incentive programs will be eliminated, and tiered cuts will intensify over time. Cuts begin next year alongside changes under Proposition 1.

8. HEAC RETREAT RECAP & 9. WORKSHOP OVERVIEW (Lydia Collins, PhD and Sarah Garcia)

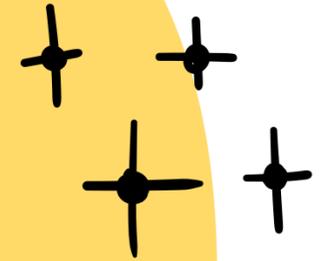
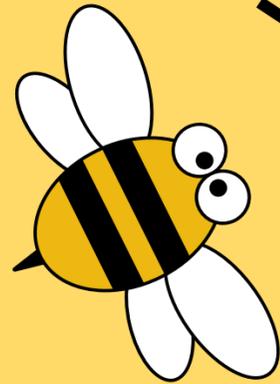
DISCUSSION: The Trust/Distrust exercise focused on compassion beyond compliance, listening to understand, and constructive critique, supported by a Trust Mapping activity emphasizing transparency and truth. Key barriers to trust included historical issues such as medical racism and language access, cultural challenges like implicit bias and exclusion of traditional practices, agency limitations such as lack of time for questions and inclusive care, and personal experiences of mistrust and judgment, along with environmental factors.

10. CALL FOR FUTURE AGENDA ITEM(S)

- Invite Ventura County HSA Director Robertson to present at a HEAC meeting to discuss how funding reductions threaten the social safety net.
- Provide ongoing updates throughout the year on the community impacts of H.R.1.
- Examine the integration of technology with compassionate care at the patient level.

11. ADJOURN

Meeting adjourned at 7:02 pm. Next meeting is scheduled for Tuesday, February 17, 2026.



year in review 2025: heac

2025 EN RESUMEN : HEAC

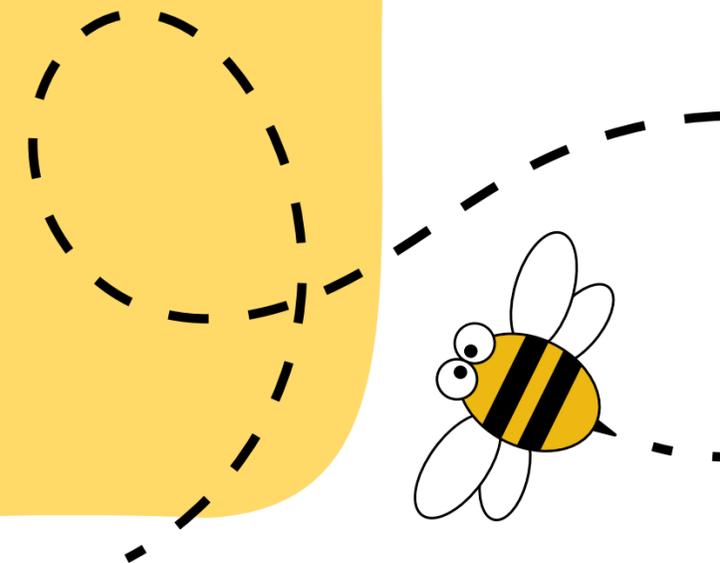
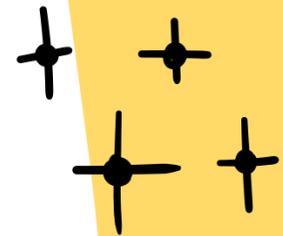
Presented by / Presentadoras :

Sarah R. Garcia (she/her), CoV Community & Belonging Specialist

Dr. Lydia N. Collins (she/they), CoV HCA Public Information Officer

December 16, 2025

16 de diciembre de 2025



Introduction & HEAC 2025 Retreat Overview

INTRODUCCIÓN Y PANORAMA GENERAL DEL RETIRO HEAC 2025

- 2025 HEAC Retreat Refresh

Actualización del retiro HEAC 2025

- Brief recap of key activities and themes

Breve resumen de las principales actividades y temas

- Introduce 2026 HEAC Retreat Themes “Trust Tree” journey

Introducción de los temas del retiro HEAC 2026: el recorrido del “árbol de la confianza”



HEAC 2025 Retreat Themes

TEMAS DEL RETIRO HEAC 2025

Theme 1: Culturally Responsive Engagement & Communication

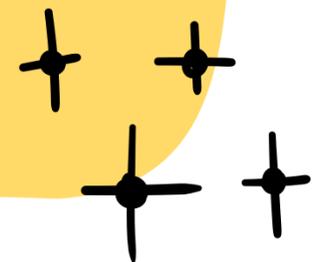
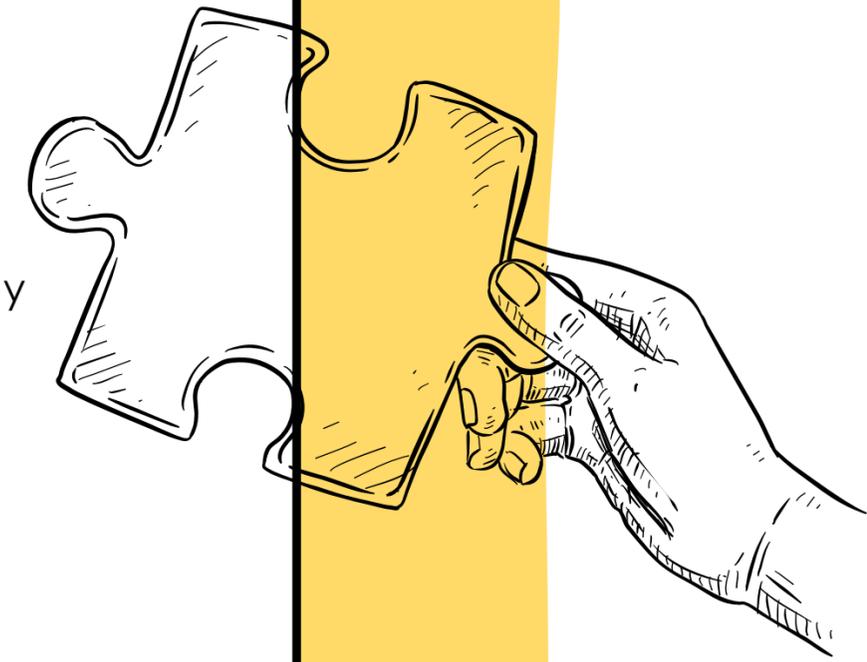
Tema 1: Participación y comunicación culturalmente sensibles

- Strengthen how the Health Care Agency connects with, listens to, and communicates with diverse communities to build **trust**, awareness, and understanding.
- ☐ Fortalecer la manera en que la Agencia de Atención a la Salud se conecta, escucha y se comunica con comunidades diversas para generar **confianza**, conciencia y entendimiento.

Theme 2: Expand Equitable Access to Comprehensive Health & Behavioral Health Services

Tema 2: Ampliar el acceso equitativo a servicios integrales de salud y salud conductual

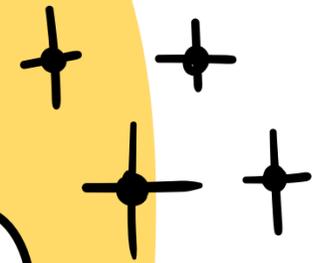
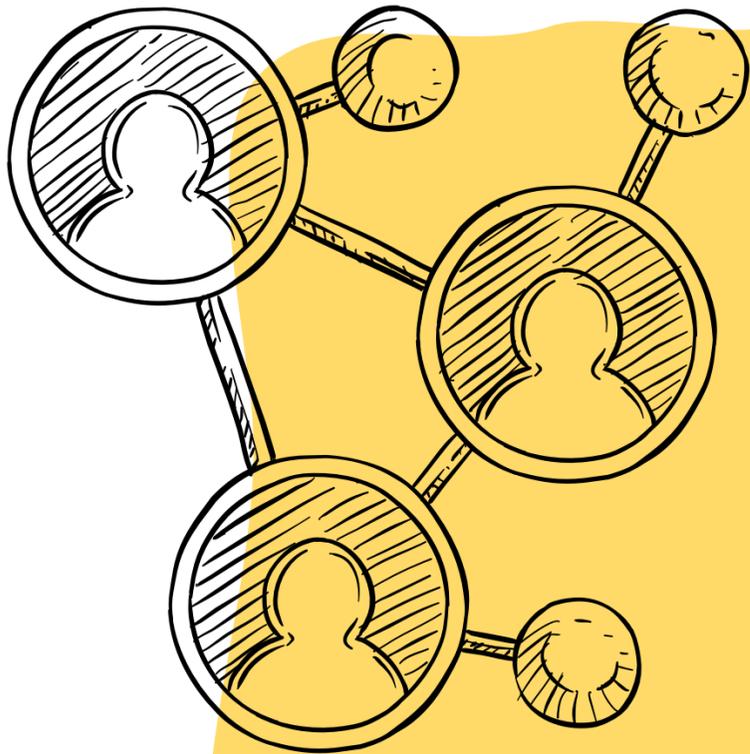
- Improve how individuals and families **trust**, access, move through, and experience the health and behavioral health systems so that care is equitable, coordinated, and easier to receive.
- ☐ Mejorar la forma en que las personas y las familias **confían** en, acceden, navegan y viven los sistemas de salud y salud mental, para que la atención sea equitativa, coordinada y más fácil de recibir.



Structure for 2026 Meetings

ESTRUCTURA PARA LAS REUNIONES DE 2026

- Focus on **trust**-building as the foundation for 2026
- ❑ **Enfoque en la construcción de confianza como base para 2026**
- Workshop-style meetings continue (no ad-hoc committees)
- ❑ **Continuación de reuniones en formato de talleres (sin comités ad hoc)**
- Presentations from the Health Care Agency aligned with the 2026 focus area themes and topics that emerge throughout the year
- ❑ **Presentaciones de la Agencia de Atención a la Salud alineadas con los temas de enfoque de 2026 y con los temas que vayan surgiendo a lo largo del año**



Proposed Workshop Ideas for 2026

Propuestas de talleres para 2026

February 2026 — “What is Good Communication?”
Febrero de 2026 — “¿Qué es una buena comunicación?”

Objectives:

- Surface differences in communication preferences and expectations.
- Identify what blocks good communication and how to remove those barriers.

Objetivos:

- Identificar las diferencias en las preferencias y expectativas de comunicación.
- Reconocer qué dificulta una buena comunicación y cómo eliminar esas barreras.

Outcomes:

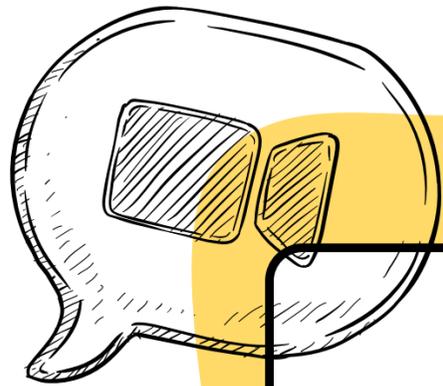
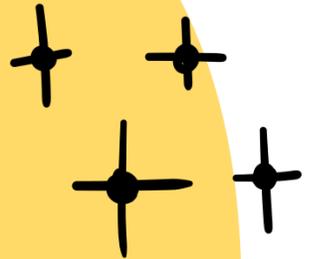
- A clear picture of the group’s communication preferences and how to balance them.
- A short list of practical actions the committee can agree to adopt immediately.

Resultados:

- Una visión clara de las preferencias de comunicación del grupo y de cómo equilibrarlas.
- Una lista breve de acciones prácticas que el comité puede acordar e implementar de inmediato.

HCA Output: TBD actionable outputs based on what is learned.

Resultado de HCA: resultados accionables por definir basados en lo aprendido.



Proposed Workshop Ideas for 2026 cont...

PROPUESTAS DE TALLERES PARA 2026 (CONT.)

April 2026 — Trust Tree Exercise

Abril de 2026 — Ejercicio del Árbol de la Confianza

Objective:

- To help participants identify key elements that contribute to building **trust** and how those elements work together to create a strong foundation of **trust** in a community or health care setting.

Objetivo:

- Ayudar a los participantes a identificar los elementos clave que contribuyen a generar **confianza** y cómo estos elementos trabajan juntos para crear una base sólida de **confianza** en una comunidad o en un entorno de atención médica.

Outcomes:

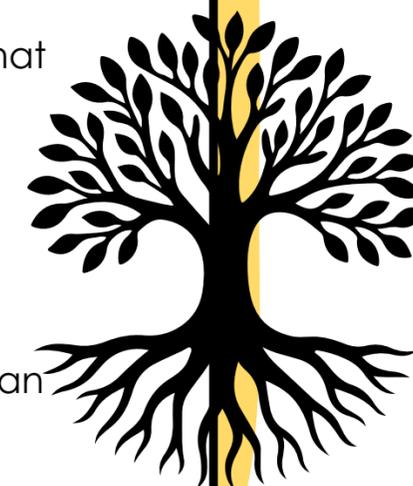
Resultados:

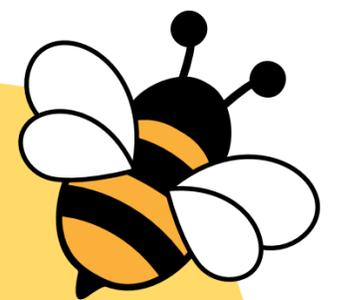
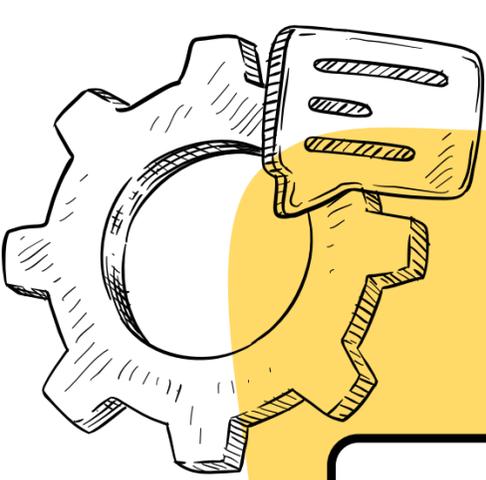
Visual Representation: The Trust Tree becomes a visual tool that highlights the interconnectedness of values, behaviors, and actions that support **trust**-building.

Representación visual: El Árbol de la Confianza se convierte en una herramienta visual que destaca la interconexión entre valores, comportamientos y acciones que apoyan la construcción de la **confianza**.

Actionable Insights: The Health Care Agency gains insights into where they may need to focus on strengthening their practices and can identify areas where **trust** is already strong or needs improvement.

Aprendizajes accionables: La Agencia de Atención a la Salud obtiene una mejor comprensión de en qué áreas puede necesitar fortalecer sus prácticas y puede identificar dónde la **confianza** ya es sólida o dónde necesita mejorar.





Trust Mapping Activity

Objective:

- Understand the sources of trust and distrust in the community regarding the Health Care Agency.

How it works:

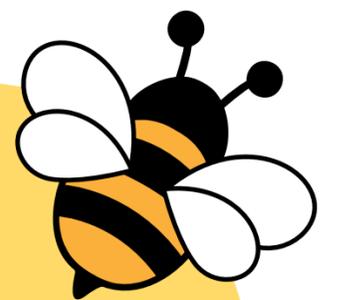
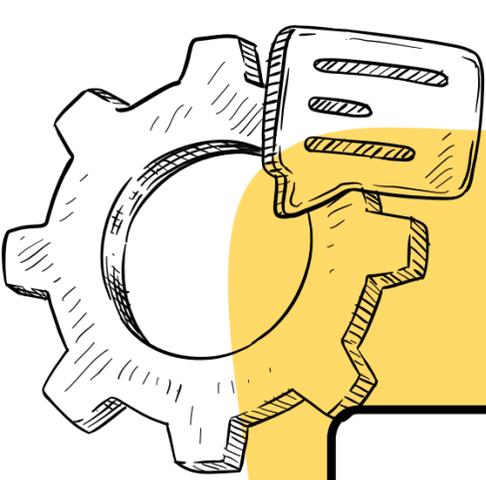
- **Warm-up:** Briefly discuss the concept of **trust** what does it mean in the context of health care, and why is it important?
- **Activity:** Ask participants to brainstorm the factors that influence **trust** (or distrust) in health care. Prompt them to think about historical, cultural, and personal factors, as well as the Health Care Agency's actions. Use sticky notes to write down ideas.
- **Group Discussion:** After mapping out the factors on a board or wall, group similar ideas together and discuss what strategies could address each factor. For example, if people **trust** health care providers who "listen," then a strategy could be active listening workshops.

Outcome :

- This gives the Health Care Agency a clearer view of the community's concerns and priorities and allows participants to collaborate on actionable solutions.

HCA Output(s):

- TBD



Actividad de mapeo de confianza

Objetivo :

- Comprender las fuentes de **confianza** y desconfianza en la comunidad en relación con la Agencia de Atención a la Salud .

Cómo funciona :

- **Introducción:** Habla brevemente sobre el concepto de la **confianza** : ¿qué significa en el contexto de la atención médica y por qué es importante?
- **Actividad:** Pide a los participantes que compartan ideas sobre los factores que influyen en la **confianza** (o desconfianza) en la atención médica. Invítalos a pensar en factores históricos, culturales y personales, así como en las acciones de la Agencia de Atención a la Salud. Usa notas adhesivas para escribir las ideas.
- **Discusión grupal:** Después de organizar los factores en un tablero o pared, agrupa las ideas similares y converse sobre qué estrategias podrían ayudar a abordar cada factor. Por ejemplo, si las personas **confían** en los proveedores de salud que “escuchan”, una estrategia podría ser talleres de escucha activa.

Resultado:

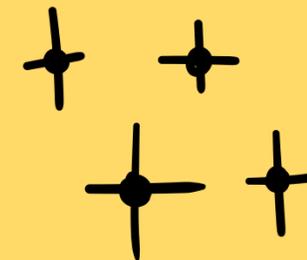
- Esto le da a la Agencia de Atención a la Salud una visión más clara de las preocupaciones y prioridades de la comunidad y permite que los participantes colaboren en soluciones concretas.

Resultados de HCA:

Por definirse

Discussion/Q&A

DISCUSIÓN / PREGUNTAS Y RESPUESTAS



Thank You!

¡GRACIAS!

