Ventura County Medi-Cal Managed Care Commission (VCMMCC) dba Gold Coast Health Plan (GCHP)
Human Resources Cultural Diversity Committee Meeting

Gold Coast Health Plan, Executive Conference Room
711 E. Daily Drive, Suite 106, Camarillo, CA 93010

Monday, December 21, 2015
12:30 p.m.

AGENDA

CALL TO ORDER / ROLL CALL

PUBLIC COMMENT A Speaker Card must be completed and submitted to the Clerk of the Board by anyone wishing to comment:

- Public Comment - Comments regarding items not on the agenda but within the subject matter jurisdiction of the Committee.
- Agenda Item Comment - Comments within the subject matter jurisdiction of the Committee pertaining to a specific item on the agenda. The speaker is recognized and introduced by the Chair during the Committee’s consideration of the item.

1. APPROVAL ITEMS
   a. Chief Diversity Officer Job Description

2. INFORMATIONAL ITEMS
   a. Legal Counsel Update

COMMENTS FROM COMMITTEE MEMBERS

Meeting Agenda available at http://www.goldcoasthealthplan.org

ADMINISTRATIVE REPORTS RELATING TO THIS AGENDA AND MATERIALS RELATED TO AN AGENDA ITEM SUBMITTED TO THE COMMISSION AFTER DISTRIBUTION OF THE AGENDA PACKET ARE AVAILABLE FOR PUBLIC REVIEW DURING NORMAL BUSINESS HOURS AT THE OFFICE OF THE CLERK OF THE BOARD, 711 E. DAILY DRIVE, SUITE #106, CAMARILLO, CA 93010.

IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THIS MEETING, PLEASE CONTACT TRACI McGINLEY, CLERK OF THE BOARD, AT (805) 437-5509. REASONABLE ADVANCE NOTIFICATION OF THE NEED FOR ACCOMMODATION PRIOR TO THE MEETING (48 HOURS ADVANCE NOTICE IS PREFERABLE) WILL ENABLE US TO MAKE REASONABLE ARRANGEMENTS TO ENSURE ACCESSIBILITY TO THIS MEETING.
LOCATION: Gold Coast Health Plan, 711 E. Daily Drive, Suite 106, Executive Conference Room, Camarillo, CA 93010

The public can also attend this meeting by telephone conference at the following locations:

- County of Ventura, Hall of Administration, 800 S. Victoria Avenue, Fourth Floor HR2 Conference Room, Ventura, CA 93009
- Community Memorial Hospital, 147 N. Brent Street, Financial Services Department, Ventura, CA 93003

TIME: 12:30 p.m.

ADJOURNMENT

Unless otherwise determined by the Committee, the next regular meeting of the Committee will be held on January 11, 2016 at 5:00 p.m. in the Matilija Conference Room at Gold Coast Health Plan, 711 E. Daily Drive, Suite 106, Camarillo, CA 93010.
AGENDA ITEM 1a

To: Gold Coast Health Plan – Cultural Diversity Committee

From: Joseph T. Ortiz, Best Best & Krieger LLP

Date: December 21, 2015

Re: Chief Diversity Officer Job Description

SUMMARY:
There was insufficient attendance to establish quorum at the last scheduled Diversity Subcommittee meeting on December 8, 2015. At that meeting, the Subcommittee was tasked with meeting with Commissioner Lee to work out final details related to approval of the job description for the newly created Chief Diversity Officer (COO), pursuant to Commission instructions given on November 16, 2015.

Despite the lack of quorum, Commissioner Lee was able to review written comments related to Commissioner Lee's proposed edit submitted by Cultural Diversity Committee Member Atin. Commissioner Lee and Cultural Diversity Committee Member Glyer gave serious consideration to each comment submitted by Cultural Diversity Committee Member Atin and proposed the following revision, which is responsive to those comments. A red line copy of the proposed changes is attached as Exhibit A, and a clean copy is attached as Exhibit B. This proposed revision is tentatively approved by both Commissioner Lee and Cultural Diversity Committee Member Glyer.

A summary of the proposed changes is as follows:

Comment 1:
Page 2: Retain deleted paragraph starting with "The COO will actively promote ..."

Response: Retain the first sentence related to dignity and professionalism. Maintain the deletion of the remainder of the paragraph. The remainder of the paragraph recites the law and protected categories. Best practice is not to quote law as the law continues to evolve and new protected categories are continually added.

Comment 2:
Page 3: Retain second paragraph wording. I can support the deletion of the law word in the sentence "independently".

Response: Maintain the deletion. Reference to the CDO's direct report to the Commission is now included in the Position Summary paragraph. Reference to
duties related to Title VII and the Fair Employment and Housing Act are now expressly within the first bullet point duty. (See Response to Comment 3.)

Comment 3:
Page 3: First bullet - retain language "within the context of Title VII of the CRA and the California FEHA."

Response: Proposed deletion was suggested as best practice to cite laws generally. In consideration of Comment 3, this edit now reads," ... ensure compliance with applicable law, including but not limited to both Title VII of the Civil Rights Act and the California Fair Employment and Housing Act."

Comment 4:
Page 3: Sixth bullet - retain language "Direct, as the COO deems most appropriate ..." Delete proposed change "Consult and advise regarding ..."

Response: Maintain edits. The COO maintains the authority to discipline and discharge, as well as a sole report to the Commission. While consideration was given to the concern related to independence, Commissioner Lee and Cultural Diversity Committee Member Glycer felt the independence was already sufficiently asserted elsewhere within the job description.

FISCAL IMPACT:
None at this time.

RECOMMENDATION:
Staff recommends that the Cultural Diversity Committee approve the attached revision of the job description so that it may move forward in earnest to CDO recruitment.

CONCURRENCE:
N/A.

Attachments:
Exhibit A: Chief Diversity Officer Job Description (redlined)
Exhibit B: Chief Diversity Officer Job Description
Exhibit C: Ventura County Ordinance No. 4481 (adopted October 6, 2015)
GOLD COAST HEALTH PLAN

TITLE: Job Description – Chief Diversity Officer

Dated: November-December 2015
Exempt, Contracted, At-Will
Salary Range: Level 29

POSITION SUMMARY

The Chief Diversity Officer (CDO) will be responsible for the design and implementation of a Cultural Diversity Program to ensure that employees, contractors and recipients of health care services are treated with respect and without discrimination that support Gold Coast Health Plan's objectives. The CDO will collaborate with GCHP leadership and human resources to design, implement and maintain the Diversity Program. The ideal candidate will have extensive experience in human resources and related regulations and law, creating developing and managing diversity and inclusion programs, and will excel at establishing and maintaining both internal and external partnerships that drive our success. The incumbent will help drive engagement, strategy, execution, and accountability for all diversity and inclusion initiatives across Gold Coast Health Plan (GCHP). The CDO shall report directly to the Commission overseeing the GCHP.

ESSENTIAL FUNCTIONS

- Design and implement a Cultural Diversity Program to ensure that employees, contractors and recipients of health care services are treated with respect and without discrimination and actively promote a culture that supports said program.

- Provide reports to the Ventura County Board of Supervisors, through the County's Chief Executive Officer, on a quarterly or more frequent basis.

- Exercise authority independent of any other executive officer, to take disciplinary action against any employee, except the chief executive officer, for failure to comply with the Cultural Diversity Program.

- The CDO will actively promote dignity and professionalism in the workplace in a manner that protects the right of employees to be free from illegal discrimination, harassment, and retaliation due to any protected status. Discrimination, harassment, and retaliation are contrary to the values of the GCHP, and the GCHP will not tolerate unlawful discrimination on the basis of sex, race, color, ancestry, religion, national origin, ethnicity, age (40 and over), disability, sexual orientation, gender identity or expression, marital status, medical condition, veteran status or any other protected characteristic protected by state or federal employment law, nor will it tolerate related and thus unlawful, harassment/retaliation.
The CDO will collaborate with all stakeholders to create, establish, and maintain a workplace culture where all GCHP employees comply with the Cultural Diversity Program, are responsible for conducting themselves in a manner consistent with the above-stated values, and where failure to do so will lead to prompt and appropriate administrative corrective action including, but not limited to, counseling, training, written warning, written reprimand, suspension, demotion, or dismissal.

Working directly for, and at the will of only, the Commission overseeing the GCHP and doing so within the context of both Title VII of the Civil Rights Act (CRA) and the California Fair Employment and Housing Act (FEHA), the CDO will independently:

Additionally, the CDO will:

- Consult with GCHP staff, community members, and/or other interested parties to develop periodic recommendations for policy and procedural changes designed to implement the Cultural Diversity Program and ensure compliance with applicable law. Improve GCHP operations within the context of Title VII of the CRA and the California FEHA.

- Consult with GCHP staff, community members, and/or other interested parties to develop periodic recommendations for policy and procedural changes designed to implement the Cultural Diversity Program and ensure compliance with applicable law, including but not limited to both Title VII of the Civil Rights Act and the California Fair Employment and Housing Act.

- Investigate review and evaluate allegations of employment-related, illegally discriminatory acts/statements/omissions in, or arising from, the GCHP workplace or causes such to occur.

- Deem—Identify and conduct what—employment-related audits of the GCHP workplace environment might need be conducted and either conducts such audit(s) if causes the same to be conducted.

- Review and Evaluate evaluate GCHP Management’s response to employee complaints and/or directions given it by the CDO.

- Direct—Consult with and advise GCHP Management, Supervision, and/or line-staff on employment-related matters to avoid actual, or (if possible) perceived, illegality with respect to employment decisions and to thus limit GCHP’s exposure to employment-related lawsuits.

- Consult and advise regarding Direct, as the CDO deems most appropriate, the GCHP response to inappropriate acts/statements/omissions by member-of-GCHP staff, up to and possibly including, dismissal from employment and take independent action if necessary.
• Coordinate responses to respond to employment-related inquiries/allegations from employees, the EEOC, the DFEH, or private attorneys representing active, past, or former employees.

• Efficiently direct-supervise the activities of assigned staff and/or contractors in support or pursuit of the foregoing activities.

• Provide periodic and/or special confidential, personnel/employment-related reports to the Commission on GCHP employment-related matters.

• Perform other related responsibilities/duties as deemed necessary by the Commission and/or the CDO.

**ANCILLARY FUNCTIONS**

• Consult with management, human resources, and legal counsel regarding diversity issues.

• Create or update all policies necessary for the implementation of the GCHP's diversity program. (already addressed above)

• Arrange diversity-related training classes, workshops, and conference trips.

• Attend Commission and Diversity Subcommittee meetings.

• Perform related duties and responsibilities as required.
QUALIFICATIONS

- Bachelor’s degree, along with 5-10 years of human resources, progressive diversity, and inclusion experience with a health plan/business or experience managing strategic company-wide Diversity and Inclusion initiatives; managed care experience a plus.

- Ability to work independently and in groups, while managing multiple priorities in a fast paced, fluid environment.

- Excellent interpersonal and influencing skills, including the ability to effectively coach leaders, build relationships and leverage resources within the department and across the organization to advance GCHP’s strategy.

- Experience with change management, organizational design, talent/performance management, and strategic planning.

- Strong internal customer relationship management skills.

- Understands the challenges of, and thrives in, a heavily regulated organization.

- Ability to work collaboratively and openly with cross-functional teams.

- Creative approach to problem solving with a humble, team-oriented and optimistic attitude.

- Superior communication and presentation skills.

PHYSICAL REQUIREMENTS

Ability to communicate orally with the Commission, Plan management, staff, and the public in face-to-face, one-on-one and group settings. Regularly use a telephone for communication. Use office equipment such as a personal computer, copier and facsimile machines. Sit and/or stand for extended time periods. Hearing and vision required to be within normal ranges. Carry, push, pull, reach and lift up to 25 lbs. routinely. Read at, above, and below shoulder height. Occasionally stoop, kneel or crouch. Sufficient manual dexterity required to operate equipment.

CONDUCT STANDARD

Interact with the Commission, Plan Staff, Plan employees, customers, and the public in a positive, cooperative, and supportive manner. Maintain the highest standards regarding diversity and inclusion.
ATTACHMENT B
GOLD COAST HEALTH PLAN

TITLE: Job Description – Chief Diversity Officer  
Dated: December 2015  
Exempt, Contracted, At-Will  
Salary Range: Level 29

POSITION SUMMARY

The Chief Diversity Officer (CDO) will be responsible for the design and implementation of a Cultural Diversity Program to ensure that employees, contractors and recipients of health care services are treated with respect and without discrimination. The CDO will collaborate with GCHP leadership and human resources to design, implement and maintain the Diversity Program. The ideal candidate will have extensive experience in human resources and related regulations and law, developing and managing diversity and inclusion programs, and will excel at establishing and maintaining both internal and external partnerships that drive success. The incumbent will help drive engagement, strategy, execution, and accountability for all diversity and inclusion initiatives across Gold Coast Health Plan (GCHP). The CDO shall report directly to the Commission overseeing the GCHP.

ESSENTIAL FUNCTIONS

Design and implement a Cultural Diversity Program to ensure that employees, contractors and recipients of health care services are treated with respect and without discrimination and actively promote a culture that supports said program.

Provide reports to the Ventura County Board of Supervisors, through the County’s Chief Executive Officer, on a quarterly or more frequent basis.

Exercise authority independent of any other executive officer, to take disciplinary action against any employee, except the chief executive officer, for failure to comply with the Cultural Diversity Program.

Actively promote dignity and professionalism in the workplace in a manner that protects the right of employees to be free from illegal discrimination, harassment, and retaliation due to any protected status.

Collaborate with all stakeholders to establish and maintain a workplace culture where all GCHP employees comply with the Cultural Diversity Program, and where failure to do so will lead to prompt and appropriate corrective action including, but not limited to, counseling, training, written warning, written reprimand, suspension, demotion, or dismissal.

Additionally, the CDO will:
• Consult with GCHP staff, community members, and/or other interested parties to develop periodic recommendations for policy and procedural changes designed to implement the Cultural Diversity Program and ensure compliance with applicable law, including but not limited to both Title VII of the Civil Rights Act and the California Fair Employment and Housing Act.

• Investigate/review and evaluate allegations of employment-related, illegal discriminatory acts/statements/omissions in, or arising from, the GCHP workplace or causes such to occur.

• Identify and conduct employment-related audits of the GCHP workplace environment (or cause the same to be conducted).

• Review and evaluate GCHP Management’s response to employee complaints and/or directions given it by the CDO.

• Consult with and advise GCHP Management, Supervision, and/or line-staff on employment-related matters to avoid actual, or (if possible) perceived, illegality with respect to employment decisions and to thus limit GCHP’s exposure to employment related lawsuits.

• Consult and advise regarding the GCHP response to inappropriate acts/statements/omissions by GCHP staff, up to and possibly including dismissal from employment and take independent action if necessary.

• Coordinate responses to employment-related inquiries/allegations from employees, the EEOC, the DFEH, or private attorneys representing active, past, or former employees.

• Efficiently supervise the activities of assigned staff and/or contractors in support or pursuit of the foregoing activities.

• Provide periodic and/or special confidential, personnel/employment-related reports to the Commission on GCHP employment-related matters.

ANCILLARY FUNCTIONS

• Consult with management, human resources, and legal counsel regarding diversity issues.

• Arrange diversity-related training classes, workshops, and conference trips.

• Attend Commission and Diversity Subcommittee meetings.

• Perform related duties and responsibilities as required.
QUALIFICATIONS

- Bachelor's degree, along with 5-10 years of human resources, progressive diversity, and inclusion experience with a health plan/business or experience managing strategic company-wide Diversity and Inclusion initiatives; managed care experience a plus.

-Ability to work independently and in groups, while managing multiple priorities in a fast paced, fluid environment.

-Excellent interpersonal and influencing skills, including the ability to effectively coach leaders, build relationships and leverage resources within the department and across the organization to advance GCHP's strategy.

-Experience with change management, organizational design, talent/performance management, and strategic planning.

-Strong internal customer relationship management skills.

-Understands the challenges of, and thrives in, a heavily regulated organization.

-Ability to work collaboratively and openly with cross-functional teams.

-Creative approach to problem solving with a humble, team-oriented and optimistic attitude.

-Superior communication and presentation skills.

PHYSICAL REQUIREMENTS

Ability to communicate orally with the Commission, Plan management, staff, and the public in face-to-face, one-on-one and group settings. Regularly use a telephone for communication. Use office equipment such as a personal computer, copier and facsimile machines. Sit and/or stand for extended time periods. Hearing and vision required to be within normal ranges. Carry, push, pull, reach and lift up to 25 lbs. routinely. Read at, above, and below shoulder height. Occasionally stoop, kneel or crouch. Sufficient manual dexterity required to operate equipment.

CONDUCT STANDARD

Interact with the Commission, Plan Staff, Plan employees, customers, and the public in a positive, cooperative, and supportive manner. Maintain the highest standards regarding diversity and inclusion.
ATTACHMENT C
ORDINANCE NO. 4481

AN ORDINANCE OF THE VENTURA COUNTY BOARD OF SUPERVISORS, REPEALING AND REENACTING, AS AMENDED, ARTICLE 6, CHAPTER 3, DIVISION 1 OF THE VENTURA COUNTY ORDINANCE CODE (COUNTY ORGANIZED HEALTH SYSTEM)

The Board of Supervisors of the County of Ventura ordains as follows:

SECTION 1: Repeal of Existing Ventura County Organized Health System Ordinance

Ordinance No. 4409 of the County of Ventura, which enacted Article 6 of Chapter 3 of Division 1 of the Ventura County Ordinance Code, is hereby repealed.

SECTION 2: Enactment of Ventura County Organized Health System Ordinance

Article 6 of Chapter 3 of Division 1 of the Ventura County Ordinance Code is hereby amended and reenacted as follows:

Chapter 3.

Article 6. County Organized Health System

1380 General Provisions.

1380-1.

Pursuant to Welfare and Institutions Code section 14087.54, there is hereby formed a commission, referred to in this Article as the Ventura County Medi-Cal Managed Care Commission.

1380-2.

The Ventura County Medi-Cal Managed Care Commission is empowered to negotiate and enter into exclusive contracts with the State of California Department of Health Care Services pursuant to Welfare and Institutions Code section 14087.5, and to arrange for the provision of health care services under Division 9, Part 3, Chapter 7 of the Welfare and Institutions Code. The Ventura County Medi-Cal Managed Care Commission is also authorized to:

(a) Enter into contracts for the provision of health care services to persons who are eligible to receive medical benefits, subject to the limitations of Welfare and Institutions
Code section 14087.54, subdivision (b)(2);

(b) Provide health care delivery systems for:

(1) persons who are eligible to receive medical benefits under both the Medicare program as defined in title 18 of the Federal Social Security Act (42 U.S.C. §1395 et seq.) and under the Medicaid program as defined in title 19 of the Federal Social Security Act (42 U.S.C.§ 1396 et seq.), and or

(2) persons who are eligible to receive medical benefits under the Medicaid program as defined in title 19 of the Federal Social Security Act (42 U.S.C.§1396 et seq.);

(c) File the statement required by Government Code section 53051;

(d) Acquire, possess, and dispose of real or personal property, as may be necessary for the performance of its functions;

(e) Employ personnel and contract for services required to meet its obligations;

(f) Sue and be sued;

(g) Enter into agreements under Chapter 5 (commencing with section 6500) of Division 7 of Title 1 of the Government Code.

1380-3.

The Ventura County Medi-Cal Managed Care Commission shall for all purposes be an entity separate from the County of Ventura, and shall be deemed a public entity for purposes of Division 3.6 (commencing with section 810) of Title 1 of the Government Code. Any obligations of the Ventura County Medi-Cal Managed Care Commission (statutory, contractual, or otherwise) shall be the obligations solely of the Ventura County Medi-Cal Managed Care Commission and shall not be obligations of the County of Ventura or the State of California.

1380-4.
The Ventura County Medi-Cal Managed Care Commission shall design and operate a program or programs, whose mission is to improve the health of its members through the provision of the best possible quality care and services. This will be accomplished by:

(a) Delivering medical care via a contracted provider network that will improve access to primary, specialty and ancillary services;

(b) Establishment of mechanisms to assure that medical care services meet appropriate quality of care standards;

(c) Incorporating a plan of service delivery and implementing reimbursement mechanisms which promote the long-term viability of a locally operated Medi-Cal managed care system and the existing participating provider networks inclusive of "Safety Net" providers herein defined as Medi-Cal disproportionate share hospitals, county clinics, federally qualified health centers, and licensed rural health clinics;

(d) Implementing a financial plan which includes the creation of a prudent reserve and which provides that if additional surplus funds accrue, they shall be used to expand access, improve benefits and augment provider reimbursement in Ventura County;

(e) Placing a high priority on prevention, education, early intervention services and case management for enrolled recipients;

(f) Ensuring that all obligations, statutory, contractual or otherwise, shall be the obligations of the Ventura County Medi-Cal Managed Care Commission and shall not be the obligations of the County of Ventura or the State of California;

(g) Implementing programs and procedures to ensure a high level of member satisfaction.

1381 Board of Directors (Commission)

1381-1.

The governing board of the Ventura County Medi-Cal Managed Care Commission shall consist of eleven (11) voting members who shall be legal residents of the County of Ventura. Members of the
Ventura County Medi-Cal Managed Care Commission shall possess the requisite skills and knowledge necessary to design and operate a publicly managed health care delivery system.

1381-2.

Members of the Ventura County Medi-Cal Managed Care Commission shall be appointed by a majority vote of the Board of Supervisors and shall consist of the following:

a. Three members shall be practicing physicians who serve a significant number of Medi-Cal beneficiaries in Ventura County. One shall be selected from a list with a minimum of three (3) nominees submitted by the Ventura County Medical Association, one shall be selected from a list with a minimum of three (3) nominees submitted by Clinicas Del Camino Real and one shall be selected from a list with a minimum of three (3) nominees submitted by the Ventura County Medical Center Executive Committee. (Physician Representatives)

b. Two members shall be representatives of private hospitals and healthcare systems operating within Ventura County and shall be selected from a list with a minimum of three (3) nominees submitted by the Hospital Association of Southern California. Nominees shall be from different hospitals and healthcare systems. The two appointed members shall not be affiliated with the same hospital or healthcare system. (Private Hospital/Healthcare System Representatives)

c. One member shall be a representative of the Ventura County Medical Center Health System and shall be selected from a list with a minimum of three (3) nominees submitted by the Ventura County Medical Center administration. (Ventura County Medical Center Health System Representative)

d. One member shall be a member of the Board of Supervisors, nominated and selected by the Board. (Public Representative)

e. One member shall be the chief executive officer of Clinicas del Camino Real or designee nominated by the Clinicas del Camino Real chief executive officer and approved by the Ventura County Board of Supervisors. (Clinicas Del Camino Real Representative)
f. One member shall be the Ventura County Health Care Agency Director or designee nominated by the Health Care Agency Director and approved by the Ventura County Board of Supervisors. (County Official)

g. One member shall be a Medi-Cal beneficiary and/or a representative of an advocacy organization that serves the Medi-Cal population and is not otherwise represented on the Ventura County Medi-Cal Managed Care Commission. This member shall be appointed from applications submitted to the Ventura County Executive Office after a posting of public notice for the open position. (Consumer Representative)

h. One member shall be a representative of the County of Ventura nominated by the Ventura County Executive Officer and approved by the Board of Supervisors. (Ventura County Representative)

1381-3.

In order to stagger terms with the intent of maintaining experienced members, in the initial cycle of appointments, the following appointees shall serve two-year terms: One of the Ventura County Medical Center Health System Representatives, the Physician Representative nominated by the Ventura County Medical Association, the Public Representative, and one Private Hospital/Healthcare System Representative. All other initial appointments and all subsequent appointments to the Ventura County Medi-Cal Managed Care Commission shall be for four-year terms. No member may serve more than two consecutive four-year terms. Any vacancy will be filled by the Board of Supervisors for the remainder of the unexpired term and shall maintain the balance of representation on the Ventura County Medi-Cal Managed Care Commission.

A member may be removed from the Ventura County Medi-Cal Managed Care Commission by a 4/5 vote of the Board of Supervisors.

Nominations to the Ventura County Medi-Cal Managed Care Commission shall be submitted to the Ventura County Executive Office, which shall be responsible for screening nominees and presenting candidates to the Ventura County Board of Supervisors. Appointments will be based on the individuals’ knowledge of the
healthcare needs of women, children, seniors, and/or the disabled, and business, finance and/or political experience.

1381-4.

Procedures for the conduct of business not otherwise specified in this Article shall be contained in bylaws adopted by the Ventura County Medi-Cal Managed Care Commission.

1381-5.

The Ventura County Medi-Cal Managed Care Commission may establish a committee(s) or advisory board(s) for any purpose that will be beneficial in accomplishing the work of the Ventura County Medi-Cal Managed Care Commission. At a minimum, two (2) committees/advisory boards shall be established, one member/consumer based and one provider based.

1382 Cultural Diversity Program

The Ventura County Medi-Cal Managed Care Commission shall establish a Cultural Diversity Program to insure that employees, contractors and recipients of health care services are treated with respect and without discrimination. The governing board of the Ventura County Medi-Cal Managed Care Commission shall appoint a Chief Diversity Officer, who shall be responsible for implementation of the Cultural Diversity Program, and shall provide staff and resources for the Chief Diversity Officer as necessary and appropriate. The Chief Diversity Officer shall report directly to the governing board of the Ventura County Medi-Cal Managed Care Commission, and shall have the authority, independent of any other executive officer, to take disciplinary action against any employee, except the chief executive officer, for failure to comply with the Cultural Diversity Program. The Chief Diversity Officer shall also provide reports to the Ventura County Board of Supervisors, through the County’s Chief Executive Officer, on a quarterly or more frequent basis.

SECTION 3: This ordinance shall take effect and be in full force and effect thirty (30) days after its passage. Before the expiration of fifteen (15) days after passage of this ordinance it shall be published once with the names of the members of the Board of Supervisors voting for and against the ordinance in the Ventura County Star, a newspaper of general circulation published in the State of California.
PASSED AND ADOPTED this 6th day of October, 2015, by the following vote:

AYES: Bennett, Parks, Foy, Zaragoza, and Long

NOES:

ABSENT:

CHAIR, BOARD OF SUPERVISORS

ATTEST: MICHAEL POWERS,
Clerk of the Board of Supervisors,
County of Ventura, State of California.

By: Deputy Clerk of the Board

County of Ventura
CALIFORNIA