



Agenda Item 11:

Council Reflection Update

Presenters: Janis Herbstman, HCAI, Legal Counsel and
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Council Reflection – March 2024

Reviewed the Council's impact over the past two years and discussed strategies for informing HCAI's workforce development while shaping the future of California's health workforce.

Comprehensive review of achievements and impact

- Highlights:
 - Establishment of behavioral health scholarship program
 - Advancement of GME consortium discussions
 - Integration of Council recommendations into HCAI's nursing initiative
 - Role in influencing policy changes and strategic planning across various health workforce areas

Council Survey

Summary Council member's responses to survey:

- High levels of agreement on effectiveness and productivity
- Areas of improvement and future meeting format considerations

Council Survey Continued

- Emphasized role of lived experiences alongside expert data
- Collective appreciation for council's work
- Suggestions aimed at enhancing representational effectiveness and impact on HCAI's mission
- Reflection on past achievements
- Appreciation for collaborative efforts towards advancing California's health workforce
- Commitment to informing future strategies

Future Strategies for Council Roles

Council is advised on essential roles in helping HWDD develop a workforce that meets California's health care needs, are anticipated to include the following:

Inform

- Provide insights into practical constraints, issues, and needs related to topics of focus

Implement through collective discussion/action during Council meetings.

- Advise on strategies and tactics to support program aims

Implement through collective discussion/action during Council meetings.

- Identify exemplars and innovative approaches to achieve workforce goals

Implement through collective discussion/action during Council meetings.

Strategies on Council Roles Continued

Lead

Take actions to advance strategies within council members' purview

- **Implement through collective discussion/action during Council meetings and through a Council members professional role/organization/network.**

Identify and help remove structural barriers to endorsed HCAI innovations

- **Implement through collective discussion/action during Council meetings and through a Council members professional role/organization/network.**

Implement successful approaches to achieving program goals

- **Implement through collective discussion/action during Council meetings and through a Council members professional role/organization/network.**

Strategies on Council Roles Continued

Influence

Amplify successful ideas and innovations among external stakeholders

- **Implement through collective discussion/action during Council meeting and through a Council member's professional role/organization/network.**

Advocate for needed changes to remove barriers across systems

- **Implement through collective action by the Council through collective discussion/action**

Advocate for increased resources to advance workforce solutions

- **Implement through collective action by the Council through collective discussion/action**

Questions and Conflicts

- Council members need to be mindful of any specific organizational rules of their employers, such as identified incompatible activities.
- Council business will be at a statewide level, individual Council members' efforts to extend leading and advocating into their professional roles is unlikely to constitute Council business.
- If three or more members are involved in Council business or if two members are acting with authority delegated by the Council (a subcommittee), Bagley-Keene applies.

Future Considerations

- Please contact HCAI staff, when in doubt about an activity
- An Open Sharing agenda item will be added to future meetings to capture how Council members have considered the work of the Council in their day-to-day activities
- We expect the Council's work will evolve and shift to respond to new information and environmental shifts

2024 version of the DOJ's Bagley-Keene guide: [Open Meetings | State of California - Department of Justice - Office of the Attorney General](#)