

LICENSING COMMITTEE MINUTES

A recorded webcast of this meeting is available at:
<https://www.youtube.com/watch?v=skeMtD2-FCI>

DATE October 27, 2023

MEETING PLATFORM WebEx Video/Phone Conference

TIME 8:30 a.m.

ATTENDEES

Members Present: Wendy Strack, Chair, Public Member
Justin Huft, LMFT Member
Eleanor Uribe, LCSW Member
Dr. Annette Walker, Public Member

Staff Present: Steve Sodergren, Executive Officer
Marlon McManus, Assistant Executive Officer
Rosanne Helms, Legislative Manager
Christy Berger, Regulatory Analyst
Christina Kitamura, Administrative Analyst
Sabina Knight, Legal Counsel

Other Attendees: Dr. Robert Calvert, Senior Statistician, Office of Professional Examination Services (OPES)
Adrienne Shilton, California Alliance of Child and Family Services
Paige Clark, California Alliance of Child and Family Services
Public participation via WebEx video conference/phone conference and in-person at Department of Consumer Affairs

1 **1. Call to Order and Establishment of Quorum**

2
3 Wendy Strack, Chair of the Telehealth Committee (Committee) called the
4 meeting to order at 8:32 a.m. Roll was called, and a quorum was established.

5
6 Strack announced that agenda item 7 will be presented after agenda item 8.

7
8 **2. Introductions**

9
10 Committee members introduced themselves during role call; staff and public
11 attendees introduced themselves.

12
13 **3. Consent Calendar: Discussion and Possible Approval of January 13, 2023**

14
15 **a. Discussion and Possible Approval of January 13, 2023 Committee**
16 **Meeting Minutes**

17
18 This item was removed from the agenda. These minutes were adopted
19 during the July 21, 2023 meeting.

20
21 **b. Discussion and Possible Approval of July 21, 2023 Committee Meeting**
22 **Minutes**

23
24 Motion: Approve the July 21, 2023 Committee meeting minutes.

25
26 M/S: Walker/Uribe

27
28 Public Comment: None

29
30 Motion carried: 3 yea, 0 nay, 1 abstention.

31

Member	Vote
Justin Huft	Abstain
Wendy Strack	Yes
Eleanor Uribe	Yes
Dr. Annette Walker	Yes

32
33 **4. Overview of the Purpose of the Committee**

34
35 The last Committee meeting was held on July 21, 2023. The Committee
36 reviewed a draft consumer outreach document intended to define the professions
37 licensed by the Board. It also discussed its workforce development action plan.

38
39 The list of discussion topics for future discussion was presented.

1 **5. Discussion and Recommendation to Change the Name of Committee to**
2 **“Workforce Development”**

3
4 With the increase in discussions concerning workforce development and
5 reducing any unnecessary barriers that may exist in the licensure process, a
6 workforce development plan (plan) was created. Since this plan will guide future
7 agendas, staff is proposing to change the Licensing Committee name to the
8 Workforce Development Committee.
9

10 Motion: Direct staff to change the name of the committee to Workforce
11 Development Committee and complete any necessary actions to change the
12 name of the Committee.
13

14 M/S: Walker/Uribe
15

16 Public Comment

17 Ben Caldwell: Agrees with the change as it more accurately captures the scope
18 of the committee.
19

20 Rebecca Gonzales, National Association of Social Workers - California Chapter
21 (NASW-CA): Supports this change as it is important to address the issues of
22 workforce shortage.
23

24 Adrienne Shilton and Marika Collins: Supports the change.
25

26 Motion carried: 4 yea, 0 nay, 0 abstention.
27

Member	Vote
Justin Huft	Yes
Wendy Strack	Yes
Eleanor Uribe	Yes
Dr. Annette Walker	Yes

28
29 **6. Review and Discussion Regarding the Development of a Consumer**
30 **Outreach Document Defining the Board’s Professions**
31

32 During previous meetings, the Committee discussed creating an outreach
33 document to help consumers better understand the types of mental health
34 professionals. Staff presented the recently amended draft document for review.
35

36 Discussion

37 Uribe: Recommended formatting changes.
38

39 Huft: Does not feel that formatting changes are necessary.
40

1 Walker: Appreciates any recommendations that make the document read
2 clearer.

3
4 Public Comment

5 Gonzales, NASW-CA: NASW-CA worked with staff on the definition of LCSW for
6 this document.

7
8 Staff will continue to work on the document.

9
10 **7. Review and Discussion of Voluntary Demographic Survey for Candidates**
11 **Taking Board Developed Exams**

12
13 The Board's Strategic Plan, objective 2.2 tasks the Board with improving the
14 examination process to ensure timely and equitable access to licensure. To fulfill
15 this objective, staff find it necessary to collect demographic data of exam
16 candidates.

17
18 The Department of Consumer Affairs (DCA) Office of Professional Examination
19 Services (OPES) and Board staff developed a demographic data form. This data
20 will be used by OPES to perform a differential item functioning (DIF) analysis of
21 Board exams. The data will also contribute to discussions regarding the use of
22 professional examinations and will support the creation of data-driven goals to
23 reduce barriers to licensure that the Board may pursue.

24
25 The survey will be strictly voluntary and confidential.

26
27 Discussion

28 Uribe: Recommended adding an additional option of "multi-racial" to question 6.
29 Also recommended adding a question asking if the exam candidate is a
30 caretaker.

31
32 Huft: Add "select all that apply" on question 7.

33
34 Public Comment

35 Kimberly Miller: Suggests asking questions around the settings that providers
36 are working.

37
38 Caldwell: 1) Who is responsible for ensuring that the exam is fair, equitable and
39 operated in accordance with industry norms? 2) Differential test function (DIF) is
40 not consistent with industry standards. 3) The questions in the survey are fine
41 with inclusion of Huft's suggestion. Suggested presenting these questions after
42 the exam, not before the exam.

43
44 Cathy Atkins, California Association of Marriage and Family Therapists (CAMFT):
45 Is it worth considering questions relating to economic status, access to pretesting

1 resources, courses, materials? Urged the Board to work with associations in
2 collecting data.

3
4 Discussion

5 Strack: Feels that OPES should offer the best survey analysis as suggestions to
6 the Board instead of waiting for the Board to ask for it.

7
8 Walker: Feels that the relationship between OPES and the Board is an “us vs.
9 them conversation.” Encourages meaningful conversations amongst all parties.

10
11 Dr. Heidi Lincer, OPES: Clarified that OPES has been aware of DIF analysis but
12 has not been able to perform the analysis due to the lack of data. It has been a
13 longstanding policy and some legal statutes that state there must be a valid
14 reason to collect demographic data; and it was interpreted that OPES did not
15 have a valid reason. Recently, that statute has been re-evaluated, which is why
16 OPES is now encouraging the Board to request the DIF analysis.

17
18 **8. Presentation on the Purpose and Validity of Professional Examinations by**
19 **the Department of Consumer Affairs Office of Professional Examination**
20 **Services**

21
22 Dr. Robert Calvert gave a presentation on the purpose and validity of
23 professional examinations. The presentation elaborated on the following topics:

- 24
- 25 • Examinations, race, and bias
 - 26 • Exploring differences in pass rates
 - 27 • Caution when consuming research.

28 **9. Presentation on Barriers to Licensure by the California Alliance of Child**
29 **and Family Services**

30
31 Adrienne Shilton and Paige Clark gave a presentation on barriers to licensure
32 and elaborated on the following topics:

- 33
- 34 • Clinical exam pass rates
 - 35 • Challenges
 - 36 • Possibilities to explore.

37 **10. Suggestions for Future Agenda Items**

38
39 None

40
41 **11. Public Comment for Items not on the Agenda**

42
43 Lisa Wenninger: The phrase “low hanging fruit” was referenced several times
44 and wants to bring awareness that this could be a harmful phrase because it
45 references lynching.

1 **12. Adjournment**

2

3 The Committee adjourned at 11:40 a.m.