

- Members discussed and approved the minutes from the June 9, 2009 meeting. Members said the level of detail was appropriate for the minutes.
- Staff reviewed follow-up items from the June 9 meeting.
- Members discussed cultural competency tools, standards, and policy options.
- The committee talked about the target audiences for its recommendations and the need to ensure recommendations were linked to who would implement them and consider enforcement. Members discussed connecting strategies to licensure and accreditation processes.
- Members and guests provided briefings on programs in the state to address workforce diversity. Some key discussion points included:
  - The importance of formal and informal mentorship programs and opportunities.
  - The importance of showcasing healthcare professionals in the community.
  - The need to look at the diversity in UW medical admissions and graduates and the implications of I-200.
  - The need to recruit diversity until we have a sustainable pipeline.
  - The growing diversity in Washington and the importance of establishing a business case for promoting diversity.
- The group discussed policy options and decided to reorganize the strategies under the following four domains: (1) K-12, (2) Adults, (3) Incumbent Workers, and (4) Data and Assessment.
- Members discussed criteria for prioritization including:
  - Ease of implementation
  - Importance to the industry
  - Return on investment
  - Focus on best practices
- The committee agreed to define the healthcare workforce broadly to include all levels of health care providers including dental health, mental health and public health workers.
- Members agreed to identify policy options that should be retained and those that should be cut as their homework assignment.