



The Convergence Visioning Session: Minutes

Location	University of La Verne	Date:	8/19/2016	Time:	11:00 AM
Attendees	Clifford Daniels, Rohan Reid, Bill Scroggins, Jeff Allred, Harris Koenig (phone), Debbie Freund (phone), Paul Granillo, Diana Fox, Deborah Lieberman, Carol Albaugh, Maral Hernandez, Dora Barilla, Dawn Hawkins Johnson, Angel Coaston, Henna Zaidi, Leah Rosengaus				
Meeting Goal	Alignment of strategic imperatives for The Convergence and key stakeholders				
Time	Topic	Discussion Leader	Notes		
11:00 – 11:15 AM	Introductions	Deborah	All attendees present, additional attendees attended: <ul style="list-style-type: none"> Jonathan Reed: Provost of La Verne Kevin Doody: Assistant Vice President for Major and Annual Gift, La Verne Maxwell Ohikhuare (Dr. O): San Bernardino, Methodist Years ago Ozzie: Fellow for The Convergence Tyler Booth: Business Engagement Specialist, IEEP 		
11:15 – 11:30 AM	The Convergence: Vision	Dora and Dawn	<ul style="list-style-type: none"> What are the healthcare needs that are critical to the needs to healthcare professionals for next 5, 10, 20 years 35-50 healthcare and education organizations that are committed to the mission of The Convergence Bridging the communication gap between academia and providers, public and private Dora: Recognition of Reach Out as having driven The Convergence work on the ground 		
11:30 – 11:45 AM	Accomplishments	Deborah & Diana	<ul style="list-style-type: none"> Diana: Murrieta first city to join The Convergence Diana and Carol: Inland Coalition as operations, boots on the ground, conferences, developing toolkits, programmatic pieces Diana and Carol: The Convergence at the policy and systems level (strategy) 		
11:45 – 12:15 PM	Strategic Impact and Defining Success	Dora and Dawn	Geographic footprint: <ul style="list-style-type: none"> Diana: San Bernardino, Riverside, East San Gabriel Valley – calling it Inland Southern CA Bill: Should add Eastern Los Angeles County, there are opportunities to bring resources from LA County career and technical education, 12million dollars in CTE training already provided to LA County/San Gabriel Valley. Goals: thinks we should add training capacity to list of goals. Jeff: San Gabriel Valley is increasingly cohesive, wants to include West San Gabriel Valley because there are health centers and educational institutions there (4 community colleges in that area) 		



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- Paul: political realities need to be addressed. Resources in IE being pulled from LA County. Wants to ensure funding that comes from governors innovation grant specific to San Bernardino County. Perhaps The Convergence West and The Convergence East?
- IEHP: mostly in Riverside and San Bernardino, but does contract with providers in San Gabriel Valley and LA County
- Carol: recognized resources from San Gabriel Valley could be valuable, but that it would need to be managed.
- Kevin: think about as a supply vs. consumer instead of geographic

Vision for The Convergence

- Bill: expand vision to include training at entry level, middle skill, on the job training, redeployment—emphasis on work-based learning
- Dawn: agrees with innovative training models, such as reaching new populations like career transitioners and veterans
- Deborah: need a platform where all the providers are saying “here’s what we need”, not one hospital talking to one university, but everyone sharing their needs to academia can be responsive
- Dr. O: gap analysis, support existing initiatives
- Carol: work-based learning should be grassroots, The Convergence should be policy and advocacy
- Diana: local people in local jobs
- Maral: linked learning regional hub in San Gabriel Valley. Platform for developing pathways to develop our 21st century workforce
- Harris: stimulating interest with students for jobs or careers
- Paul: through process of failure, we have come in IE to point where trying to change desperate numbers of education and health care. Funding orgs cannot seem to find right place to do things. Decision makers need to all be in the room. The Convergence: leadership of healthcare and leadership of education together acting a healthcare workforce pipeline piece of existing work

What The Convergence is NOT

Measuring Success

- Deborah: 500,000 workforce professionals
- Kevin: training students for meaningful occupation
- OC: measure our ability to impact students toward our goals
- Diana: ability of our region to provide its own health workforce, so we have the diversity and cultural competency
- Dora: workforce reflective of our community
- Bill: access to quality, comprehensive, affordable healthcare throughout the region
- Paul: agrees with Bill, and thinks that in order to do that we need to be in policy



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			<ul style="list-style-type: none"> • Clifford: being able to identify member stakeholders who have come to rely on The Convergence for key needs. Keeping pipeline filled with well-trained, qualified talent, so that people want to be on the board. • Bill: The Convergence to be the go-to organization for health care needs, not an after thought. Significant level of executive leadership from healthcare sector. • Jeff: especially by HR functions of all the employers, they know to go to The Convergence
12:15 – 12:30 PM	Governance Structure	Dora, Dawn and Henna	<p>Dora: steps are to (1) seek ED (2) select Executive Council (3) eventually have an advisory council (4) engage members</p> <p>Desired characteristics for Executive Council:</p> <ul style="list-style-type: none"> • Devorah: they need to show up • Diana: good geographic distribution • Dr. O; representatives from different sectors • Bill: track record of building and maintaining partnerships, significant resource and contribution to the operations of the organization. Demographic diversity. • Carol: someone bi-partisan, someone who is not in education or healthcare who can be the go-between for this group • IEHP: voice of the customer • Paul: connected beyond just this initiative, understanding what else is in play. Tactical, not duplicating bureaucracy. • Thomas: governance experience • Diana: collaborative governance experience • Size: Dora will decide, 7-13 will be range and Dora will come back with recommendations based on best practices <p>Desired characteristics for Executive Director:</p> <ul style="list-style-type: none"> • Jeff: Someone who knows both education and healthcare status. • Bill: status, experience building an organization • Devorah: understands demographics of the region, prefers someone who has worked with foundations and fundraising • OC: proven track record across geographies, established relationships • Thomas: thought leader, entrepreneurial • Maral: understands systems delivery and integration • Clifford: someone who has worked with public/private partnerships • Consensus: executive level in healthcare and education • Carol: multi-partisan, not tied to any other organizations • Essential: Dual backgrounds at an executive level (Diana), understand accountability and measures of success (Dawn)



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12:30 – 12:50 PM	Final Thoughts & Next Steps	Dora	Commitment to group: craft position description for ED based on feedback and seek comment