



## **Eliminating Structural Racism in Behavioral Health**

**September 13, 2021**

**Time (1:00 – 2:00)**

**Location: Zoom Meeting**

### **Meeting Summary**

**Goal of Project:** On June 24, 2020, the ADAMHS Board of Directors passed RESOLUTION NO. 20-06-01 declaring Racism as a Public Health Crisis. The ADAMHS Board is working with partners to plan immediate, short-term, and long-term goals for eliminating structural racism in the behavioral health community by upholding the recommendations in the resolution. The ADAMHS Board and its partners will create a strategic plan for addressing racism and implementing solutions to eliminate structural racism in behavioral health care. The group currently has five subcommittees: Workforce; Health Equity; Policy and Advocacy; Data and Research; and Community Collaboration/Education and Stigma.

### **Goal of Today's Meeting**

- Provide an update on the DEI Consultant proposal.
- Presentation from Dr. Victoria Winbush.
- Provide an update on subcommittee meetings.

### **Agenda Items**

**Welcome/Introduction** – Beth Zietlow-DeJesus – ADAMHS Board Director of External Affairs

- Thanked all for coming.
- Introduced Scott Osiecki, ADAMHS Board CEO
  - o Scott announced that the ADAMHS Board had an update on the Diversity Equity and Inclusion (DEI) Consultant Proposal.
  - o He thanked the review team, Rev. Benjamin Gohlstin, Shayla Shavers, Carole Ballard, Beth DeJesus, and Harvey Snider, for their work on the DEI Consultant Proposal. He also thanked Clare Rosser for organizing and managing the RFP process.
  - o The review team decided on a consultant, who recommended to Board Members at the Joint Planning & Oversight Committee and Finance & Operations Committee Meeting on September 22, 2021, with final approval happening at the General Meeting on September 29, 2021.
- Introduced Rev. Benjamin F. Gohlstin, Sr. ADAMHS Board Chair.
  - o Rev. Gohlstin thanked all for being present today.
  - o He asked about attendance of the Chief Compliance Officer and the team of compliance officers. Scott explained that we are still seeking three compliance officers, so the team is currently vacant. The deadline for the job posting is end of business day on September 14, 2021. Mr. Henderson, the Chief Compliance Officer joined the Zoom, shortly after this request.

- Rev. Gohlstin stressed the importance of these meetings and would like to see higher attendance from all, including our providers.
- Beth Introduced Dr. Victoria Winbush
  - Dr. Winbush is a faculty member in CSU's School of Social Work and teaches courses in trauma and recovery, clinical interventions, group practice, and working with organizations and communities.
  - Her major practice interests include: 1) understanding the impact of race and culture on organizational service diversity systems 2) exploring the help-seeking patterns of parents of adolescents diagnosed with mental health disorders.

**Speaker** – Dr. Victoria Winbush

- Dr. Winbush shared a PowerPoint presentation, "Looking Back, Looking Ahead."
  - Looking back, Dr. Winbush has been involved with diversity training, etc. for the last 30 years. The most important things she will share today are details on her perspective, her overview, and her thoughts on what is needed to move forward.
  - Her perspective is formed by education as a university educator, an administrator in health care and human services, a consultant in diversity and change management, a professional coach, and a clinician.
  - Back then, diversity equaled race, racism was a problem with individuals, and trauma was not yet appreciated. Back then, stereotypes were often unchallenged, and diversity training, while thought to be "new and edgy" was also considered the solution.
  - Today, diversity is not limited to race. We can identify a strong connection between racism and trauma. We are having conversations about Diversity, Equity, and Inclusion (DEI). Today, there are acknowledgments of implicit bias and understanding that racism is present at every level of human and major systems.
  - Dr. Winbush gave the example of the American Psychiatric Association (APA) Board acknowledging structural racism in their practice history. The APA acknowledged that, "*Since the APA's inception, practitioners have at times subjected persons of African descent and Indigenous people who suffered from mental illness to abusive treatment, experimentation, victimization in the name of "scientific evidence," along with racialized theories that attempted to confirm their deficit status.*" ([Full article here](#))
  - Dr. Winbush concluded with her personal reflections on the process of creating structural change. She started by quoting Isaac Newton, "To every action there is an equal and opposite reaction". She explained that we should anticipate resistance and challenge (to change), and we should expect ambivalence and regression. And further, to create change, there must be a vision, committed leadership, and accountability. She finished with a quote from James Baldwin, "Not everything that is faced can be changed, but nothing can be changed until it is faced". Then Dr. Winbush shared a list of resources and turned the conversation over to the audience.
- Carole Ballard started the conversation by complimenting Dr. Winbush on her comments and perspective that Carole says has ignited movement within the Cleveland Division of Police.
- Shelly Williams asked, what is the effectiveness of training?
  - Dr. Winbush answered that training is not the end all be all that she once thought it was. But instead, it starts with understanding oneself – start with understanding your journey and your ancestors' journeys. You must also challenge yourself with other perspectives.
  - Chris commented that (understanding one's journey) is a fascinating conversation to have.

- Dr. Winbush said we need to pay attention to our emotional intelligence. Reflect on how you react in a moment and ask yourself, why did you feel that way? Those answers might lead you to uncover some implicit bias.
- Danny Williams asked, in reference to training, how do DEI efforts align with enforcement? How can we force people to change their behavior?
  - Dr. Winbush answered that she doesn't think that it's about changing hearts and minds. She believes that the people who want to change, will find a way to do so. That is why having a vision, committed leadership, and accountability are important for change.
- Orion asked why the APA statement so important to (Dr. Winbush)?
  - Dr. Winbush said that it was an interesting question. She answered that the apology is an excellent example of systemic racism.
- Ms. Perk asked if social media makes things better or worse?
  - Dr. Winbush said yes, both better and worse. She said that you are in control of what you give attention to and if you want something that challenges you, choose different context.
- Beth DeJesus thanked Dr. Winbush for her perspective and presentation and said that it's great to acknowledge wrong doings (APA apology) but the overall vision of this group is to not only talk about it, but actually put change in place.
  - Dr. Winbush replied that she feels affirmed.
- Carole Ballard thanked Dr. Winbush for her presentation.

## General Discussion

- Beth DeJesus gave a general update on the subcommittees. Subcommittee Chairs met on August 25<sup>th</sup> and decided that until we working with the consultant, it will be best to work as one group to solidify goals and move progress forward. For this reason, the **ADAMHS Board will host a joint subcommittee meeting on Thursday, October 7 from 1 to 2 p.m.** All are invite to attend this meeting.
  - Zoom link for the Joint Subcommittee meeting: <https://adamhsc-org.zoom.us/j/88499598865?pwd=YU1rS0hOZVlQbjZVQjBYTIN1UGZVUT09>  
Meeting ID: 884 9959 8865 | Passcode: 456887

***The next large group meeting will be on Monday, October 4 at 1 p.m.***