



Eliminating Structural Racism in Behavioral Health

July 12, 2021

Time (1:00 – 2:30)

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

- Presentation from Darryl Turpin and Guy Wheeler from Pinwheel Consulting Group on working with justice system involved Black youth and adults and using culturally specific behavioral health treatment models.
- Review subcommittee progress.

Agenda Items

Welcome/Introduction – Carole Ballard, ADAMHS Board

- Thanked all for coming.
- Introduced Scott Osiecki, CEO, ADAMHS Board
 - o Mr. Osiecki thanked all for attending.
 - o Announced that the ADAMHS Board received four proposals for the Diversity, Equity and Inclusion Consultant RFP and will be reissuing the RFP. This RFP will have several questions added and will allow for more time for proposals to be submitted. Current respondents are encouraged to resubmit their proposals.
- Introduced Guy Wheeler
 - o Mr. Wheeler is a national/international expert in treatment, consulting, and training with a strong focus on criminal behavior, substance abuse, mental health, athletes, and entertainers.
 - o He recently co-authored three cultural curriculums called Habilitation Empowerment Accountability Therapy (H.E.A.T) that are sweeping the country.
 - o These first-of-a-kind intervention manuals are for Adults (18-29), Women (17-35) and Juveniles (12-17) and address clinical treatment issues that are culturally relevant to the national urban population.
 - o H.E.A.T has been scientifically tested twice (SAMHSA/BJA) under the helm of known researcher, Dr. Doug Marlowe, and his scholarly review was exhibited in July 2018.

- H.E.A.T is used in prisons, drug programs, and outpatient programs across America
- Introduced Darryl Turpin, MPA, CADA
 - Mr. Turpin is currently a co-principal for a social justice firm, The Pinwheel Group.
 - He is the principal investigator for clinical research with young black men involved with the criminal and juvenile justice systems.
 - Mr. Turpin serves as Chairperson on the PAL Coalition, a Drug Free Community (DFC) project in Louisville, Kentucky's 7th Street corridor, focusing on reducing substance abuse among youth.
 - Formally, he was the Coordinator for the City of Louisville, Kentucky, Department of Public Health and Wellness, Men's Health initiative. His work included oversight of the African American Male Empowerment Network.
 - He is also the immediate past chair of the Thurgood Marshall Action Coalition (TMAC), addressing inequities in the criminal justice system across the country.

Speaker – Darryl Turpin

- Mr. Turpin shared how he and Mr. Wheeler met in 1994 at a Drug Court Conference in Las Vegas. Their initial conversation was "How well are people of color doing in Drug Court? How well are they doing in treatment in the first place?" Nationally, nearly 70% of people of color that go into treatment come from criminal justice, so police, prosecutors, court officials, are the first people they meet. He recounted their conversations focusing on ways to change the structural injustices as seen in other organizations. "Policies kill more than people do."
- From their partnership, they created H.E.A.T – Habilitation Empowerment Accountability Therapy. Their message was to change the responsivity toward people being treated. Treatment that considers other aspects such as culture, spirituality, family, history, trauma, epigenetics, and an adjusted approach. Their message, "Change the policy and you can change the outcome."
- They have recently created a program specific to women and their training departments across the Midwest.

Speaker – Guy Wheeler

- Mr. Wheeler briefly spoke about his experiences. He thinks that access to treatment is a major issue. Called out a need to look at who is in the criminal justice system and who is high risk and high need? Find ways to help these individuals get into treatment rather than be incarcerated. What assessments are being used to identify these individuals? Why are Black people not succeeding in treatment?
- Mr. Wheeler shared some examples of responsivity including his work with the National Basketball Association (NBA) and famous artists.
- **Questions for Darryl and Guy**
 - Carole asked, "Can you give us a definition of Cultural Responsivity?"
 - Mr. Turpin – It's simple – it's understanding not only culture, but also the trauma individuals face because of the barriers they encounter, the DNA that's passed generationally and how this shows up when a person is in your program. Also, making sure that clinicians can respond to that specific trauma and meet a person's needs.
 - Mr. Wheeler – Used an analogy about sweet potato pie vs pumpkin pie on Thanksgiving. Many Black families eat sweet potato pie at Thanksgiving, not pumpkin. So don't force pumpkin pie, but rather give that person sweet potato pie instead.

- Roman W. from EmpowerCLE asked, “What other primary policies are you working to impact in the short term?”
 - Mr. Turpin – We’ve got to change the tools for assessment. What criteria are we using? A lot of the ways we assess are based upon how people are presenting. For example, someone might present themselves as a thug because that’s easier than saying I have a drug problem, I need help. Because of the historical mistreatment of communities of color, they might not just show up to treatment to say I need help. We need to develop policy around law enforcement/criminal justice interaction. Many times, law enforcement witnesses a person reacting to trauma. Change treatment that harms communities of color by trying to force them into service that doesn’t fit them.
 - Mr. Wheeler – There are policies in criminal justice that need to be addressed so that criminalization is not the first action. We need to review laws that have changed and laws that still need to be changed. For example, once heroin became a white problem, it was decriminalized, after years of people of color being incarcerated for it.
- Carole asked, “From a behavioral health aspect, are there things we’re doing that might discourage people from getting help?”
 - Mr. Turpin reiterated that assessments are an issue. Most clinical workers are well intentioned but not properly trained; they don’t have the proper tools. Workers may not be aware of how their own issues and biases filter in response. Clinical workers should learn to be humble and practice more generosity in understanding the patient and themselves. We need to train people to respond to populations more appropriately.
 - Mr. Wheeler shared a mistake he made while overseeing a drug court program. He had Hispanic individuals in the program that kept leaving. After asking why, he learned it was because they didn’t have staff that spoke Spanish. It was such a big oversight because they were not fully considering the culture of their population.
- Kelli P. asked, “How does the past criminalization (and resulting convictions) of small amount drugs affect things like sentence enhancements and bail and eligibility for treatment and diversion programs?”
 - Mr. Wheeler – A lot of my clients dealing with charges of even a small amount could not get jobs. We should have interventions as soon as possible, particularly when we are talking about mental health. Intervention is viable and necessary, even at sentencing.
 - Mr. Turpin – Those policies depend on who is acting out. The punitive laws may be harsher for Black individuals with small amounts of drugs and are set up to control a situation and continue control of certain populations.
- Katarina S. from EmpowerCLE asked, “What elements of spirituality do you incorporate?”
 - Mr. Wheeler – if you don’t recognize spirituality, especially with people of color, you are basically ignoring them. Spirituality is a necessary component.
 - Mr. Turpin – It’s counterintuitive not to include spirituality, but policy has been to stay away from it. Spirituality and faith are foundational for many people of color.
- Carole thanked the speakers for the discussion, particularly on policy.
 - She also told the group that the ADAMHS Board worked with Pinwheel Consulting last year on grant funded trainings for drug court professionals.

Subcommittee Report Outs

- **Community Collaboration/Education and Stigma** – Regina Spicer, ADAMHS Board, (Co-chair) presented

- Finalized survey questions they would like to have in the larger survey.
- Discussed marketing aspects in their previous meeting and are ready to send the findings to the board for review.
- At the next meeting they will focus on goals.
- The group numbers are dwindling, and they would like assistance. They are down to four. Any person that would like to join can contact Regina directly (spicer@adamhsc.org).

Meets the third Wednesday of every month at 1:00 p.m.

- **Data and Research** Thomas Williams, ADAMHS Board, (Co-chair) presented

- This subcommittee is also struggling with attendance. Tom asked, could it be the meeting day? They feel a bit isolated from the other subcommittees and are requesting more details about their actions.
- Scott joined the previous meeting to give direction and focus. They will begin reviewing more data and present to the whole group in the next meeting.

Meets the second Friday of every month at 11:00 a.m.

- **Health Equity in Behavioral Health** – Madison Greenspan, ADAMHS Board presented

- Continued discussion from previous meeting about actionable items.
- Roman W. and Katarina S. from EmpowerCLE joined the meeting to discuss their work connecting people to internet. Learn more: empowercle.org. They were invited to attend based on previous conversations about internet and technology access as a barrier to telehealth.
- Telehealth eliminates the transportation barrier that many in our community face, but is it putting another barrier in place?

Meets the last Friday of every month at 10:00 a.m.

- **Workforce** – Ashley Yassall (Co-chair) presented

- This group participated in the Warrensville Career Fair. They are open to similar events at the local level, including the Youth Summit the ADAMHS Board and Effective Leadership Academy are hosting in September.
- The July 16th meeting was cancelled so the next meeting will be August 20th.

Meets the third Friday of every month at 11:00 a.m.

- **Policy & Advocacy**, Carole Ballard, ADAMHS Board, (Co-chair) presented

- The group is working on a time that Senator Antonio and her aide can meet with committee regarding the licensure legislation.
- Hopefully training will evolve so that we can provide professional training for social workers and counselors that is part of their certification process and must be ongoing.

Meets the third Friday of every month at 1:00 p.m.

Closing

- Clare shared the Life is Better with You Here campaign by the Suicide Prevention Coalition
 - o Campaign started the beginning of June and will run through August.
 - o Goal is to reach young people of color. National data from the Journal of the American Medical Association indicated a 73% increase suicide attempts among Black/African American adolescents between 1991 and 2017.
 - o This campaign is in partnership with the Ohio Suicide Prevention Foundation. The foundation has provided all the materials and the ADAMHS Board is spreading the content in Cuyahoga County.
- Madison Greenspan shared a reminder: All the subcommittee meetings are listed on our website (<http://www.adamhsc.org/workgroup>). You can click the “Add to my Calendar” button to add the dates, times, and locations to your google/outlook calendars.
- Mr. Osiecki – Thanked all and shared Rev. Gohlstin’s quote, “We all belong to one race, the human race.” And added, we’re all in this together.
- Information about the larger work group meetings and the subcommittees can be found on our website: adamhsc.org in the Current Initiatives section.

Next meeting is Monday August 2 at 1:00 p.m. Meetings are the first Monday of each month, except in September when the meetings will be held the second Monday because of the Labor Day holiday.