



Diversity, Equity, and Inclusion in Behavioral Health Care Work Group Meeting

April 4, 2022, 1:00 pm – 2:30 pm

Location: Zoom

Meeting Summary

Goal of Project: The ADAMHS Board is working with partners to plan immediate, short-term, and long-term goals for eliminating discrimination in the public behavioral health system. This 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: Gaining alignment on the structure of the DEI Work Group, sub-committees and their roles and responsibilities in anticipation of the upcoming DEI Strategic Implementation Plan.

Meeting Summary

Welcome/Introduction

- Scott Osiecki, ADAMHS Board CEO, welcomed the representatives from REDCon, DEI consultant, and the group.
- REDCon is facilitating these meetings while also conducting an assessment of the DEI needs in the local ADAMHS Board-funded behavioral health system and creating a DEI plan.
- Board members and Board staff participated in DEI strategic planning sessions with REDCon on March 1, 2 and 17. At the last planning session, the group created an initial draft of the vision, values, purpose statement, and goals for the DEI Strategic Implementation Plan.
- To solicit public input on the initial draft, community members and individuals with lived experience were invited to review the draft and give feedback by completing a survey. In addition to releasing the survey electronically, the ADAMHS Board sent hardcopies to a client mailing list. The ADAMHS Board also conducted a focus group with members of a client group.

DEI Work Group Session

- Rico Rice and India Harris-Jones from REDCon facilitated the meeting.
- They led an Ice Breaker Word Association Activity. The takeaway was to be aware of how you may associate unrelated things. Rice shared that as we have discussions, we are bringing our own perspectives. All views are heard and shared. Be aware of how you may associate unrelated things. Are these associations valid?
- REDCon provided a recap of DEI planning to date, which has included education, assessment and structuring the DEI plan. The next focus is on outputs.
- REDCon has identified strengths/weaknesses of the Work Group and has recommendations on how to move forward with reconvening the sub-committees.
 - Rice shared major strengths of the group: number of participants; committed, knowledgeable and passionate/caring participants.
 - Weaknesses/growth opportunities: uncertainty (name/goals) and organizational process (lack structure/clear outputs).
- Recommendations: 1) Agree on a charge for the group; 2) Establish an operating process.
 - The charge is to establish the group as an advisory partner, responsible for taking a role in the implementation and delivery of actions from the impending DEI Strategic Implementation Plan.
 - Rice shared the potential statement/group charge: The Work Group “will serve as a partner to the Board. Our role will be to identify and address structural inequities with a

focus on racism in the areas of (sub-committees – TBD). Additionally, the group will advise the Board on the implementation of key strategies and actions of the DEI Strategic Implementation Plan.”

- Rice requested feedback. No feedback.
- The group discussed whether the name of the group should be Eliminating Structural Racism or Diversity, Equity and Inclusion in Behavioral Health Work Group. Audience input:
 - Prefer the ESR statement because it calls out racism.
 - DEI is broader term; if using the term DEI, we need to look at other marginalized populations.
 - Racism is a negative term while inclusion and equity are positive.
 - A focus on racism needs to be in everything we do.
 - Prefer the DEI name because it is a broader term and scope.
 - What is the driver of the group? Is it eliminating racism or is it DEI (larger umbrella); everything else follows from there.
 - DEI is broad and not specific. We don't want to lose the reason we started.
 - A lot of talk about the name; words matter; it's a distraction from what we are doing.
 - Rice shared that the name and the goal of the group are not “joined at the hip.” Does the statement get to the goal of the group and the needs of the Board?
 - India mentioned that it is important that the community knows what we are doing in this group, more so than the title. No matter the identity, let the work show in the community.
 - The group took a Zoom poll regarding the name, with final results in favor of “Eliminating Structural Racism” as the name. (22 responses: 13 for ESR, 9 for DEI)
 - Does it have to be one or the other; can we combine the names?
 - Eliminating Structural Inequities and Racism through Diversity, Equity and Inclusion Actions.
 - Combining the two together may make the name too long.
 - Rice asked regardless of the name, does the statement fit the group. Group agreed.
 - Rice tabled the name discussion so that participants could provide more options and input. India suggested that the audience directly message her with input/other suggestions.
- Rice talked about establishing an operating structure:
 - Current sub-committees are Workforce, Health Equity, Policy and Advocacy, Data and Research, Community Collaboration/Education and Stigma.
 - REDCon recommends three sub-committee groups: 1) Workforce, 2) Health Equity, 3) Data and Research, with each having a policy, advocacy and education output.
 - REDCon recommends three deliverables/output from each sub-committee group: 1) Awareness: educate the public 2) Policies: change or enhance 3) Actions: develop new actions and/or recommend improvements.
 - This would be a charge with clear outcomes for the Board.
 - Communication between the Board and groups will come later.
 - Rice asked how the group felt about the sub-committee changes from a process standpoint. Audience input:
 - Like the consolidation/eliminating groups.
 - There is a current Workforce Task Force for the system; consider overlapping work.
 - Data and research: what will they do with the data? What are you looking for/plan to do with it? More discussion is needed. Rice explained that it would be specific data that affects the group's work. The sub-committee could create awareness around that data, create policies if needed, and advise on what strategies/initiatives are needed.
 - Osiecki explained the reason why Advisory Group should be used instead of Work Group; the group will be advising/making recommendations to the ADAMHS Board.
- Rice shared that some of today's recommendations were from the Missouri Department of Mental Health and SAMHSA.
- Group went into breakout rooms representing Workforce, Health Equity, and Data and Research. Rice asked them to discuss:
 - re-establishing/establishing a point of contact for the sub-committee
 - establishing a meeting time

- reviewing past meeting material
 - Results:
 - Workforce: 3rd Monday at 1pm. No point of contact identified.
 - Health Equity: 3rd or 4th Thursday at 10am. No point of contact identified.
 - Data and Research: No meeting/point of contact identified; need follow up.
 - Board will provide Rice with the expectations of each sub-committee to help bring clarity and guidance to each committee.

Next meeting May 2, 2022, 1 pm to 2:30 pm