

Eliminating Structural Racism (ESR) Advisory Group to the ADAMHS Board

November 7, 2022

1:00 pm

Location: Zoom

Charge of the Group: The Eliminating Structural Racism (ESR) Advisory Group to the ADAMHS Board will serve as a partner to the Board. The group's role is to identify and address structural inequities with a focus on racism in the areas of workforce, health equity and data and research in the local ADAMHS Board behavioral health network. Additionally, the group will advise the ADAMHS Board on the implementation of key strategies and actions of the DEI Strategic Implementation Plan.

Meeting Summary

Welcome/Introduction

- Rev. Benjamin F. Gohlstin, Sr., ADAMHS Board member, welcomed the group.
- Scott S. Osiecki, CEO, provided the following updates:
 - The full group now meets quarterly, and this is the last meeting of 2022. The sub-groups will not meet in December due to conflicts with end-of-year activities. 2023 meeting dates will be posted at adamhsc.org/esr.
 - Meetings will no longer be led by our DEI consultant, REDCon. All meetings will now be led by Board staff.
 - In September, The Board approved REDCon to provide consultation and training to implement action items from the DEI Strategic Implementation Plan and other DEI initiatives. We thank REDCon for their guidance.
 - At our last meeting, we reviewed the role of the advisory group, discussed generational diversity in the workplace, the importance of culturally responsive care and a person-centered network.
 - The ESR sub-groups reconvened in September: Workforce, Health Equity, and Data and Research. Each group discussed 3-5 top priorities from their perspective that were an immediate priority.

DEI Strategic Plan Overview and Discussion

- Clare Rosser shared the 2023 DEI Goals:
 - ADAMHS Board staff is launching the next phase of working with REDCon to provide consultation and training to implement action items from the DEI Strategic Implementation Plan and items from the Health Equity and Cultural Competency (HECC) Plan developed through a partnership with the Ohio Association of Behavioral Health Authorities (OACBHA). Specifically, REDCon will:
 - Assist with the implementation of the DEI Strategic Implementation Plan goals/actions including creating tracking mechanisms to measure success and evaluate outcomes.
 - Review Board policies for equity.
 - Identify DEI priorities/metrics for the Board and the network.
 - Develop standard processes for implementing and upholding policies in an equitable manner.
 - Develop materials for communicating DEI.
 - Conduct a job description review to identify bias and improve equitable hiring.
 - Conduct a workforce review to identify gaps/establish baseline data for equitable hiring, which will include a workforce diversity analytics survey or process to capture the current demographics and credentials of our provider network and how they compare to the Northeast Ohio labor market, as well as baseline data on the filled/vacant positions within the local provider network.

- Conduct up to 18 hours of live face-to-face and/or virtual training facilitation for the ADAMHS Board, staff and/or network.
 - Develop up to 100 minutes of new online or in-person training content that can be offered through our website for the ADAMHS Board staff and/or members of our network.
 - These goals are in addition to our ongoing work to reduce health disparities and address health needs within Cuyahoga County.
- Carole Ballard shared information on the new DSM 5 TR and her involvement in a recent partnership with the Ohio Suicide Prevention Foundation.
 - The new DSM 5 TR is open for review, and they have added a dialogue in the manual to help clinicians understand the role race may play in the diagnosis.
 - The Board's Training Unit is looking at inviting the master trainer from Columbus to conduct Zoom training on the new DSM 5 TR in 2023.
 - Carole also shared information on two "Confronting Suicide: Community Conversations" events. The Board partnered with the hosting organization, Ohio Suicide Prevention Foundation. The conversations were both held on November 10 at Cleveland Metropolitan Conference Center and at Murtis H. Taylor.
 - Starlette Sizemore shared the DEI Strategic Plan Progress:
 - We will begin working with Rice Education Consulting, LLC (REDCon) to provide consultation and training to implement action items from the Diversity, Equity, and Inclusion Strategic Implementation Plan.
 - The ESR sub-groups reconvened.
 - The ADAMHS Board was awarded funding for six projects that will help address the health disparity of access to care under the Health Equity and Cultural Competency (HECC) plan. REDCon is helping with parts of the project.
 - Other funded projects included document translations, additional outreach to marginalized communities in Cuyahoga County and developing workforce recruitment materials for the provider network. These are expected to be underway in early to mid-2023.
 - We worked with REDCon to ensure that diversity, equity, and inclusion principles were strengthened during our CY2023 Request for Proposal process. REDCon reviewed our RFP request, provided a scoring rubric, and trained the review team on bias and selection bias.
 - All CY2023 Request for Proposal responses included their Board members, leadership, and staff demographics.
 - The Board has also added demographics data collection to reporting for Clients Rights, grievances, reportable incidents, and for trainings.
 - Anthony Henderson shared that the data collected using the scoring rubric would show us a baseline to help determine where we want to go and where we should focus.
 - The ESR Subgroups - Workforce, Health Equity, and Data and Research – discussed 3-5 top priorities from their perspective that were an immediate priority. All subgroups were updated on the DEI Strategic Implementation Plan and the HECC Plan was shared.
 - The previous ESR Policy Subgroup is no longer a subgroup, but each subgroup will discuss policy. All December subgroups were cancelled. The subgroups will meet in March 2023.

- Workforce – Facilitated by Clare Rosser - Met on September 19, 2022
 - Priorities:
 - The group reviewed the following items from the HECC plan and agreed that they reflected priority actions from the DEI plan related to workforce:
 - Job Description Review to Identify Bias/Improve Equitable Hiring
 - Workforce Review to Identify Gaps/Establish Baseline Data for Equitable Hiring
 - Visual Representation of Board Diversity
 - Develop Workforce Recruitment Materials for Provider Network
 - Policy/Advocacy item for consideration: licensed professional counselors (LPCs and LPCCs) are not permitted to be reimbursed by Medicare.
- Health Equity – Facilitated by Mark Onusko - Met on September 22, 2022
 - Priorities:
 - The CCIM4C 2.0 Grant: focused on access to behavioral health services for the most vulnerable youth populations.
 - Accessing pooled funds for services for undocumented clients.
 - Behavioral health providers that are diverse and representative of the client populations they serve.
 - Collaborate across the system to work on DEI issues.
 - Culturally appropriate/inclusive language and communication across all contact points with clients/templates for intakes and other documentation.
 - Policy/Advocacy items for consideration: universal entry/walk-in access into the system for our most marginalized, underserved populations, supervised injection sites and to improve the credentialing process and remove barriers to credentialing.

- Data and Research – Facilitated by Thomas Williams – Met on September 9, 2022
 - Discussed Action 1.1.B from the DEI Strategic Plan: Establish and implement DEI metrics for providers
 - Received an update on RFP training, rubric and process and brief description of how REDCon has helped with the RFP process.
 - Discussed training, optimizing the process, how we have done business and how we ought to do business going forward.
 - Discussed 1.1.B.1: Establish and communicate DEI priorities for the network
 - Are needs being served/provider's client base? (e.g., gender, race, income, ethnicity, age group). Is that base being served?
 - Drop-outs specific to some demographic? Can we map out the location of people with needs and locations of service providers?

Open Discussion/Additional Questions: standardize intake for treatment, collecting and reviewing intake forms, standardize follow-up for client satisfaction, measuring DEI in prevention programs and diversity affected by Medicaid funding.

- Policy/Advocacy items for consideration: look at access to services and effectiveness of services, treatment versus prevention, frequency of services, waitlist management and improving communications between providers.

- John Lisy mentioned the Minority Fellowship Program \$15,000 Grant:
 - The National Board for Certified Counselors (NBCC) Foundation in collaboration with the National Board for Certified Counselors.
 - A professional track that prepares 2nd year graduate students to become licensed professional counselors that want to work in a minority setting/commitment to 6 months working in an underserved community.

- John Carrol University and Dr. Martina Moore, Moore Counseling and Mediation Services, are active in aligning students with this scholarship. For more information visit the <https://www.naadac.org/MFP>

Next full group meeting is February 6, 2023