



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

August 7, 2023

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

Community Conversation Update

- Rev. Benjamin F. Gohlstin, Board Member, and Shalenah Williams, Cleveland Community Police Commission, gave an update on the Cleveland Community Police Commission's Community Conversations - The Impact of Police Use of Force on the Mental Health of the Black Community.
 - The March 23 Women's Conversation - *You Are My Sister* was successful - seven individuals wanted treatment.
 - The April 29 Men's Conversation - *Black Men - Real Men Real Talk* was very well attended.
 - The May 20 Youth Conversation: *Black Youth - For Our Future* attendance was lower than expected.
 - The June 22 fourth installment to the series, *The Black LBGT Conversation*, was an outcome from *You Are My Sister Conversation*. The attendees shared stories about their lived experiences with police encounters.
 - The final community conversation took place on July 28 and included keynote speakers, a panel discussion, and breakout sessions.
 - Akron University attended the sessions and will provide a report by the end of September.
 - Ms. Williams expressed a great need for these conversations to take place again. Rev. Gohlstin recommends meeting with Ms. Williams to review the report and possibly making these conversations an annual event.

OhioMHAS Great Minds Fellowship

- Clare Rosser, ADAMHS Board Chief of Strategy and Performance, shared that the [Ohio Great Minds Fellowship](#) is launching for students attending Ohio's two and four-year colleges and universities and if they are within two years of graduating with degrees or certificates in the behavioral health field.
- Students could be eligible for up to \$10,000 during their undergraduate and graduate studies to assist with the costs of obtaining these undergraduate and graduate level degrees or certificates.

- There are also opportunities for paid internships in Community Behavioral Health Centers at the undergraduate and graduate level; and the costs of required license and certification preparation and exams and other necessary costs related to the degree or certificate.
- Clare shared that the program is expected to be implemented in the 2023 Fall semester and she recommends that interested attendees review and share the information below:

Great Minds Fellowship Announcement:

<https://mha.ohio.gov/about-us/documents/may-2023-update-on-release-of-85-M-investment>

Great Minds Informational Session for Behavioral Health Providers: <https://youtu.be/EJtUKL7TSxA>

DEI Strategic Plan Updates

- Starlette Sizemore, ADAMHS Board Director of Special Projects, shared that the Board continues to work with Rice Education Consulting, or REdCon, to integrate our diversity, equity, and inclusion efforts into our everyday work and as part of our Strategic Plan.
- The efforts are being noticed around the state. As an example, this quarter the Board was invited by the Ohio Department of Mental Health and Addiction Services to provide insights to their Ohio Housing and Racial Equity Team, which is developing recommendations for other Boards around the state.
- Locally, one of the biggest projects underway this quarter is a racial equity data analysis of the 2022 outcomes narrative data that our providers submit to us on a six-month and annual basis. This is a high-level scan that aggregates information to identify gaps and trends.
- REdCon has completed the first draft of the racial equity data analysis and will have a more detailed report ready for us by the end of September.

Progress on Surveys

- Rosser shared that the Client Satisfaction survey is open and the hope was to get a response from everyone. The Board provided an online link to complete the survey that was included on posters and we also provided hard copies.
- The Workforce Survey closed on August 4. REdCon recommended that we conduct this survey every two years. The first survey was conducted in 2021 which provided useful information. This is the second survey and REdCon will compare the results of the two surveys and create a report showing the gaps and needs.

Audience:

- Kevin Goehring, MHAC Northeast Hub Director, shared an update on the “Behavioral Health in Ohio: Improving Data, Moving Toward Racial & Ethnic Equity” report that was shared at the last meeting.
 - Four partner organizations joined in 2022 to conduct this research: Central State University, the Mental Health & Addiction Advocacy Coalition, Multiethnic Advocates for Cultural Competence, Inc., and Ohio University.
 - Two of the four reports are complete and can be reviewed in the link below - Report 1 - An Overview of Opportunities and Report 2 - Opportunities for the Workforce.

- Report 3: Opportunities for Treatment & Supports and Report 4: Opportunities for Funding will be available soon.
- Goehring advised the attendees to periodically check MHAC's website for updates.
<https://mhaadvocacy.org/research/behavioral-health-in-ohio-improving-data-moving-toward-racial-ethnic-equity/>
- Zachery Williams, Public Policy Director of Northeast Ohio Black Health Coalition, shared that they will host a *State of Black Relationships Conference* on August 10 from 12 noon to 4:15pm.

Next meeting November 6, 2023