

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

February 6, 2023, 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

- The full group now meets quarterly, and this is the first meeting of 2023.
- Scott Osiecki, CEO of the ADAMHS Board, was unable to attend today and sends everyone his well wishes.
- Clare Rosser, ADAMH Board, shared the video *Carry On* that was created by Second Act and funded in part by the ADAMHS Board. She noted that the drug overdose death rate among Black men in the U.S. more than tripled between 2015 and 2020. Overdose deaths reported in the community that can be attributed to fentanyl are disproportionately affecting African American and Black males in our county.
- The video was created to promote overdose prevention, in response to this deepening disparity for Black and African American men. Clare shared the video link and encouraged the audience to share it across their networks: <https://youtu.be/sMnaaisJdAw>

Presentation/Announcement:

- Elijah Jones, Director of Health Equity and Clinical Resources, Ohio Association of County Behavioral Health Authorities (OACBHA) - **Presentation: Health Equity, Diversity and Inclusion Readiness Toolkit**
 - Elijah shared that the toolkit provides the ADAMH Boards and behavioral health organizations with a framework and resources for taking on health inequities in their communities. The "Health Equity, Diversity, and Inclusion: More than a Checklist" toolkit (https://www.oacbha.org/docs/More_Than_A_Checklist_Toolkit.pdf) builds off the Health Equity, Diversity, and Inclusion Readiness Toolkit.
 - Connecting Concepts
 - Internal Environment: Social Determinants of Health and Trauma Informed Care
 - External Environment: Diversity, Equity & Inclusion and Recovery Oriented System of Care
 - Framework: Stages of the Helping Process
 - Assessment – internal versus external/data to establish/define disparity
 - Planning - address the disparity/include individuals affected by the disparity
 - Intervention - implement the plan
 - Monitoring - collecting data/ensuring your intervention is on track
 - Evaluation - evaluate the effectiveness/include those affected by the disparity/interactive process
 - When it Doesn't Work Out – Take a break/Get help/Mission realignment
 - The toolkit attempts to tie together resources and education to build a framework for organizations to address health disparities and advance health equity
 - Takeaways:

- Requires addressing both the internal and external environments.
 - There's not just one way to address health equity, diversity and inclusion; driven by the community.
 - Throughout the process, individuals are affected by the disparity.
 - Disparity will show in the data. Good assessment and good evaluation; attack the disparity wherever it is lacking.
 - Must embrace synergy.
 - When it doesn't work take a break, get help, realign with the mission.
- Rev. Benjamin Gohlstin, ADAMHS Board Member, mentioned that the solution is to treat all people as human beings.
- Both toolkits: https://www.oacbha.org/health_equity.php
- Rev. Gohlstin announced the upcoming *Cleveland Community Police Commission Event "The Impact of Police Use of Force on the Mental Health of the Black Community"*
 - The event is a series of conversations that will look at the ways in which police policies and practices, including use of force, affect the mental and physical health of Black men, Black women and Black youth with a focus on presenting data, listening to attendees' lived experiences, and providing resources to develop solutions.
 - Information gathered from this event will be documented, researched, and analyzed in a continuing effort to gather more evidence to help inform better police training, practices and policies in Cleveland.
 - These efforts will also be a source of information on how to connect to resources to begin building healthy Black men, and by extension, families and community, including the men and women who serve as law enforcement officers.
 - The conversations will be held from March through May 2023 that will culminate in a larger Community Conversation in July 2023, sponsored by the Cleveland Police Commission.
 - March 23, 2023: *Black Women - You Are My Sister*. Hosted by: YWCA Greater Cleveland
 - April 29, 2023: *Black Men - Real Men Real Talk*. Hosted by: Alpha Phi Alpha Fraternity - Delta Alpha Lambda (Cleveland Chapter)
 - May 2023: *Black Youth - For Our Future*. Hosted by: Tri-C
 - July 2023: Combined Large Conversation: *How Police Violence and Brutality Impacts the Black Community Conversation*. Hosted by Black Lives Matter Cleveland, Citizens for a Safer Cleveland, and The Angelo Miller Foundation. Will include guest speakers, presenters, and workshops.
 - After the Community Conversation and through August 31, 2024, attendees will be able to access mental health counseling and other support at no cost.
 - Shelley Williams, Cleveland Police Commission, reiterated Rev. Gohlstin's comments and shared the link to the Eventbrite page to register for the Black Women - You Are My Sister: <https://police-violence-conversation-march-2023.eventbrite.com>
 - Audience Comments: Hope the conversations around police response, Tanisha Anderson, Crisis Intervention Team are discussed. Ms. Williams' response: at the July large conversation, during the breakout session regarding police responding in a trauma-informed way, is an opportunity to help create solutions.

- Clare Rosser shared the following updates:
 - The Health Equity and Cultural Competency Plan (HECC) is an initiative developed through a partnership with the Ohio Association of County Behavioral Health Authorities:
 - Job Descriptions Review – REDCon received 70 different job descriptions submitted by 13 different provider/network partners. REDCon is looking for bias and providing recommendations to support more equitable hiring and employment practices. After the review, we will receive a general report of suggested improvements that we can make available to all providers. Audience Comment: Licensure structures may be an issue - License Chemical Dependency/ Social Work Board.
 - Translation of Documents: 6 Board Informational documents were translated into Spanish, Arabic, Mandarin, and Russian/Ukrainian.
 - Outreach to Marginalized Communities: Met with a highly recommended organization/waiting on the proposal.
 - Training: Some staff training sessions are scheduled for February and March (Cross-Cultural Communication and Microaggression), and we are working on the DEI trainings sessions for the provider network. You will be notified when they are available.

ESR Sub-group Reports

- Starlette Sizemore, ADAMHS Board, shared the following updates:
 - The Eliminating Structural Racism sub-groups reconvened in September. Each group was asked to discuss 3 to 5 action items that were an immediate priority, from the perspective of that group's expertise.
 - Our DEI consultant is already taking action on their recommendations, which are shaping the timeline of the projects.

Our next large group meeting will be held on May 1, 1 pm to 2:30 pm.