



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

May 1, 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

Community Conversation Update:

- Rev. Benjamin F. Gohlstin, Board Member, 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.
 - Rev. Gohlstin mentioned that we are the first Board to have police community conversations with funding attached. He noted that the conversations help communities heal.
 - He also mentioned the book titled *My Grandmother's Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies* by Resmaa Menakem MSW, LICSW, SEP.
 - Shalenah Williams, Community Engagement and Project Manager, Cleveland Community Police Commission, shared that she would share summaries of each conversation.

Presentation

- Joan England, Executive Director, Mental Health & Addiction Advocacy Coalition (MHAC), presented information on "Behavioral Health in Ohio Reports: Improving Data, Moving Toward Racial & Ethnic Equity, and Opportunities for the Workforce."
 - 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.
 - Report 1 - An Overview of Opportunities - Highlights the need for more comprehensive behavioral health data describing the experiences of marginalized racial and ethnic groups.

- Data that is needed and currently not available to better understand issues related to behavioral health in marginalized communities.
- Recommendations to inform initiatives directed at improving systems, policy, and practice that work toward equity in behavioral health in Ohio.
- Report 2 - Opportunities for the Workforce - Analyzes the data that demonstrates that the current behavioral health workforce does not reflect the racial and ethnic diversity of Ohio's population.
 - According to the Association of Social Work Boards (ASWB) analysis of its licensing exam pass rate, white test takers had a pass rate of 83.9%, whereas Black test takers had a pass rate of 45%.
 - As educational requirements increase for each level of Chemical Dependency Counselors (CDCs), Black professionals are increasingly underrepresented as compared to their white counterparts.
- Joan also shared that “Report 3: Opportunities for Treatment & Supports” and “Report 4: Opportunities for Funding” will be available toward the end of the year.
- Discussion:
 - Many people of color may may not want to disclose race to the Board or on an application to increase likelihood of being hired. This is historic context for consideration with regard to the need for racial confidentiality.
 - It is impossible to look at the metrics you have pulled together and not feel compelled to take some kind of action. So much of this is about systemic change, which takes time.
 - Equity and social justice concerns are not solved with a check box.
 - Suggestions: Work with Ohio National Black Social Workers and fraternities/sororities. Create a webinar for national groups/organizations.
 - Degrees versus cultural competencies/associate level vs. master levels - Education status is looked down upon.
- <https://mhaadvocacy.org/research/behavioral-health-in-ohio-improving-data-moving-toward-racial-ethnic-equity/>
- jenglund@mhaadvocacy.org

DEI Strategic Plan Updates

- Video Update from REdCon: Rico Rice, Rice Education Consulting (REdCon) - Resource: Inclusive Workplace Competencies <https://triec.ca/competencies/>
 - The project's deliverables/status:
 - Deliverable 1: Policy Audit – reviewed seven Board policies.
 - Deliverable 2: Coaching and Implementation
 - Completed 2.1 Identified DEI priorities for the Board and the network.
 - Currently working on 2.6 Create educational material to assist providers with diverse recruitment strategies.
 - Deliverable 3: HR Consulting

- 3.1 Completed the review of random sampling of job descriptions (84 job descriptions/16 providers) from the provider network and Board.
- 3.2 Submitted a report of suggested improvements.
- Deliverable 4: Training and Development
 - 4.1 Conduct up to 18 hours of training - Conducted three trainings: Microaggressions, Cross-Cultural Communication and Build an Inclusive Culture.
 - 4.2 Develop 100 minutes of training that can be offered through the Board website. Next training is May 23rd – Client Voice in Behavioral Health.
 - 4.3 Design a 1–2-page visual learning and education material regarding DEI for the Board – Created a quick-glance of the demographics data sheet of the Board of Directors and Staff.
 - All trainings were well attended/averaged over 110 surveys per training/positive survey results.
- Upcoming activities:
 1. May – Conducting a workforce diversity analytics survey to capture the current demographics and credentials of our provider network and how they compare to the Northeast Ohio labor marker.
 2. May-August Developing online material.
 3. September – “Managing for Equity” in-person training.
- Clare Rosser shared the fifteen workforce competencies:

Within Myself		Within My Team		Within My Organization, Workplace and Community	
Increase my awareness of diversity and inclusion	+	Contribute to inclusive workplace relationships	+	Foster, promote, support and drive inclusion in my organization	+
Advocate for diverse perspectives	+	Collaborate in diverse teams to foster productive outcomes	+	Achieve results through diversity and inclusion best practices	+
Adjust and adapt communication styles to be effective in a diverse workplace	+	Manage issues within diverse groups	+	Respond to inappropriate and non-inclusive behaviour	+
Model inclusive behaviour	+	Assess performance and capabilities in an inclusive way	+	Influence others to promote, embrace, and progress diversity and inclusion	+
		Support learning and development	+	Collaborate on and contribute to organizational and community diversity and inclusion efforts	+
				Carry out “The Duty to Accommodate” diverse needs	+

Next meeting August 7, 2023