



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

November 6, 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

- Scott Osiecki, Chief Executive Officer welcomed the group and shared that on November 3, 2023, Rev. Benjamin F. Gohlstin, Board Member received the Lifetime Board Member Achievement Award and the President Lifetime Trustee Award from the Hunger Network of Greater Cleveland.
- Rev. Benjamin F. Gohlstin, Board Member recommended a book titled *The Destruction of Black Civilization* by Dr. Chancellor Williams to the group.

Racial and Health Equity Data Analysis of ADAMHS Provider Network Service Categories: Barriers and Assets That May Impact Access to Services

- Clare Rosser, Chief Strategy and Performance Officer, ADAMHS shared a preview of the report that was developed by Rice Education Consulting.
- The report analyzed the distribution of services and programs by client demographic that identified: service trends by race/ethnic groups, barriers that may impact access to services and assets that could be leveraged to remove barriers. The information was a broader picture in the race area that shows a point in time.
- An attendee expressed interest in reviewing the data collected from agencies to better understand the results.

Findings from Workforce Survey

- Joseph Mealing, ADAMHS Board Director of Human Resources, shared highlights of the 2023 Workforce survey results:
 - The highest classification of employees is full-time.
 - Average tenure of the workforce is 4-6 years.
 - The average year-to-date turnover rate is 15%.
 - 81.48% of the providers have job vacancies.
 - Cleveland makes up 43% of the residency of the provider network workforce.

988 Update

- Tiffany Ponds-Kimbrow, Director of External Affairs, shared the following:
 - There is a 988-partner toolkit provided by SAMHSA that is designed to reiterate messaging in a collaborative way that is aligned.

- Tiffany also talked about the *Life is Better with You Here Campaign* that was designed to reach African American adults and adolescents.
 - In its first year (2021), the campaign included media placements on billboards, transit, print, radio, television, digital and social media, as well as outdoor high school sports stadiums.

Discussion:

- An interest in reviewing the full reports and would like to see continued messaging around suicide and overdose prevention that targets African Americans males ages 12-17 and 20-24.
- Samantha Holmes, City of Cleveland Project Coordinator for the Office of Mental Health and Addiction Recovery, announced that she is looking for individuals to participate in a panel discussion on December 7, 2023, regarding the role of faith in SUD treatment with African American males. Samantha can be reached at sholmes@clevelandohio.gov.