



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

February 5, 2024

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 thanked all for participating.
- Rev. Benjamin F. Gohlstin, Board Member, asked how many providers were attending the meeting.

2023 Diversity, Equity, and Inclusion (DEI) Initiative Year-End Update

- Clare Rosser, Chief Strategy and Performance Officer, and Starlette Sizemore, Director of Special Projects, shared highlights of activities that the ADAMHS Board has undertaken, under each of the five Strategic Plan Goals in 2023.
- Clare explained that the Board's approach to DEI planning was to integrate equity into our systems and prioritize lasting change that would benefit all stakeholders. Clare mentioned that the Board overlaid the DEI plan with our system-wide Strategic Plan intentionally to embed the tenets of DEI into the public behavioral health network.
- Clare noted that some of the activities met an immediate need, but many of them were changes to policies or processes that will have a lasting effect from everything to job descriptions to Request for Proposals processes to data collection to overall strategic planning.
- Clare also shared that REdCon and the Board has submitted a proposal to the Ohio Association of County Behavioral Health Authorities to present on this experience.

YouthMOVE Presentation – NAMI Greater Cleveland

- Amber Payne, Support and Education Coordinator, NAMI Greater Cleveland, shared that YouthMOVE Cuyahoga advocates for youth rights and youth voice. They empower youth to be equal partners in the processes that impact them and offer support and guidance.
- YouthMOVE is a youth-led council (ages 14-18) devoted to improving services and systems to support youth inclusion, mental wellness, positive supports, and healthy transition. Council members receive a stipend for their time, and assistance with transportation to and from meetings if travel is a barrier.
- Amber mentioned that they have more eastside representation and would like involvement from youth living on the westside. YouthMOVE is accepting applications and if you need additional information, contact Amber at apayne@namicleveland.org.

Partner opportunities:

- **US Attorney's Heroin and Opioid Task Force (USA-NDOH HOTF) Data Subcommittee**
 - Dr. Karen Coen Flynn, Senior Research Associate, CWRU, shared that the Data Committee has a large core membership with subcommittees. The Data Subcommittee attains/shares information on overdoses in the region. The local hospitals, criminal justice, and police are involved.
 - The committee invites many voices to share their perspectives to increase the knowledge and help break the barriers in sharing data.
 - Samantha Holmes, Mental Health and Addiction Recovery Project Coordinator, Cleveland Department of Health, is also on the subcommittee. She shared that the last subcommittee meeting included a panel that shared treatment options, data trends and care programs.
 - This subcommittee meets every other month on the first Thursday in person. April 4 is the next meeting at the Cuyahoga County Medical Examiner's office. All are welcome. Contact Clare Rosser at rosser@adamhsc.org to get your name added to the subcommittee list.
- **Ohio Latino Mental Health Network** - Clare shared the below information. For more information contact Rachel Careccia at Rachel.Careccia@ochla.ohio.gov

OHIO LATINO MENTAL HEALTH NETWORK
BRINGING TOGETHER MENTAL HEALTH PROFESSIONALS, PROVIDERS, AND RESOURCES FROM AROUND THE STATE

WHO ARE WE?
The Latino Mental Health Network promotes and facilitates collaboration between a wide range of professionals, providers, and experts from around the state of Ohio specializing in the area of mental health who serve the Hispanic/Latino community. Whether you are a health professional, a social worker, someone in the forefront of case-work or social services working at non-profits, this group is here for you.

WHEN DO WE MEET?
Join our "Virtual Cafés" every other month at 6:30 pm. We meet for one hour and the format varies. Sometimes we will have a speaker, other times we break out into smaller groups and all throughout the meeting we "chat" virtually and help each other with valuable information and resources.

WHAT IS OUR FOCUS?

- PROVIDING PROFESSIONAL SUPPORT**
Be part of a group of professionals who can be your sounding board. Together, we share best practices, training opportunities, and support each other's professional development.
- IMPROVING COLLABORATION**
Interact and work closely with each other, OHIOAHAS, local boards, social service organizations, mental health service providers, and Ohio professional organizations to improve access, collaboration and services for Latinos in mental health, addiction services and COVID-19 among others.
- BUILDING ADVOCACY EFFORTS**
Connect with each other to advocate for best practices, more resources and systemic change.

INTERESTED?
Email Rachel.Careccia@ochla.ohio.gov if you have any questions!

Resource: Mental Health Resource Guide for Asian Communities from the Ohio Asian American Health Coalition <https://heyzine.com/flip-book/f25cf38e36.html>

Next meeting May 6, 2024 at 1pm – 2:30pm

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DEI Strategic Implementation Plan Vision/Values

Vision

- An inclusive mental health, addiction and recovery services network that ensures the highest quality of person-centered and culturally responsive care.



Values

- Transparency
- Commitment To Excellence
- Compassion
- Adaptability
- Purpose

DEI Strategic Implementation Plan Goals

Overlay the ADAMHS Board's 2021-2025 Strategic Plan Goals

- Strengthening Service Delivery System
- Measuring Impact
- Maximizing Available Funding
- Maintaining A High Performing Organization and System
- Strengthening Behavioral Health Workforce
- Sharing Information



Strategic Goal 1: Strengthening Service Delivery System

- Translation of major documents into top non-English languages spoken in Cuyahoga County (Spanish, Arabic, Mandarin, Russian and Ukrainian), and translation of crisis documents into braille.

www.adamhsc.org/resources/translated-resources

- Hosted DEI Training series:
 - Microaggressions
 - Cross-Cultural Communication
 - Managing for Equity



Strategic Goal 2: Measuring Impact

- Racial and Health Equity Analysis of the distribution of services in the ADAMHS Board provider network
- Workforce Survey
- Client Satisfaction Survey

www.adamhsc.org/about-us/budgets-reports



Strategic Goal 3: Maximizing Available Funds

Health Equity & Cultural Competence (HECC) Plan Grant

- Advance health equity in our community
- Identified short-term, achievable actions that supported the DEI Plan



Strategic Goal 4: Maintaining a High-Performing Organization

Consultant reviewed seven Board policies for equity and inclusiveness:

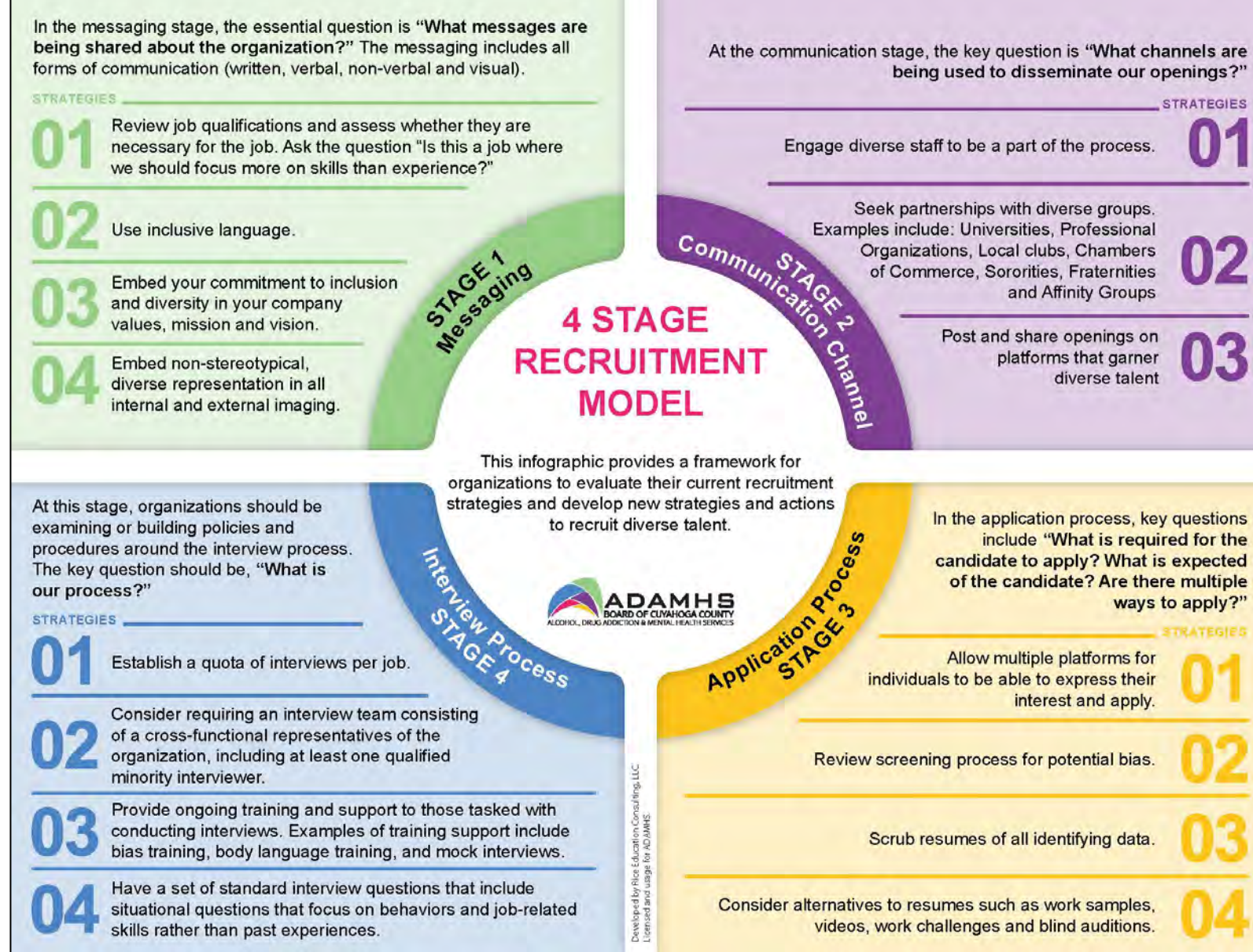
- Waiting List Management
- Social Media
- Recruitment of ADAMHS Board of Directors
- Probationary Period for New Providers and/or New Programs
- Nondiscrimination and Cultural Competency
- Clients Rights and Grievance
- Contract Modification Due to Change in Funding

www.adamhsc.org/board-meetings/board-policies



Strategic Goal 5: Strengthening Behavioral Health Workforce

- Reviewed job descriptions from provider agencies
- Conducted job description analysis
- Developed recruitment guidance



Strategic Goal 6: Sharing Information

- Ensure that Board communications reflects DEI as a priority
- Staff strengthen or create opportunities to collaborate

www.adamhsc.org/about-us/budgets-reports/strategic-plan



Thank you

