



MEETING SUMMARY

Eliminating Structural Racism Advisory Group to the ADAMHS Board Meeting

May 6, 2024, 1:00 pm | Location: Zoom

Welcome

- Scott Osiecki, CEO of the ADAMHS Board, welcomed and thanked the group for attending. He introduced Alisia Clark, Consultant for the Multiethnic Advocates for Cultural Competence, Inc. (MACC), and noted that the MACC is re-energizing its work.

Presentation: Alisia Clark, Consultant for the Multiethnic Advocates for Cultural Competence, Inc. (MACC)

- Clark provided an overview of the MACC, which has the mission of helping organizations embrace, achieve, and benefit from diversity and equity.
- She emphasized the MACC's role as a statewide leader for cultural competence training and education in the behavioral health sector.
- MACC's 2024 Cultural Competence Conference "Transforming Care, Transforming Lives" will take place on May 22. Register here: <https://events.ringcentral.com/events/macc2024>.
- Training registrations and other resources can be found at <https://www.maccinc.net>.

Resource: Community Health Equity Alliance (CHEA)

- Clare Rosser, Chief Strategy and Performance Officer at the ADAMHS Board, shared information about NAMI National's initiative to improve access to care for Black/African Ancestry adults with serious mental illness (chea.nami.org).
- She noted that this is a national movement, and NAMI Greater Cleveland recently joined.
- NAMI Greater Cleveland provided materials that will be shared with attendees after the meeting.

Update: "Integrating diversity, equity and inclusion in mental health, addiction and recovery systems" session at Ohio's 2024 Mental Health and Addiction Conference: Building the Systems of Care in June

- Osiecki said that the proposal the ADAMHS Board submitted to present at Ohio's 2024 Mental Health and Addiction Conference: Building the Systems of Care was accepted.

- Osiecki and Rosser will join Rice Education Consulting, or RedCon, to present a session titled “Integrating diversity, equity and inclusion in mental health, addiction and recovery systems.”
- The session is about the ADAMHS Board’s Three-Year Diversity, Equity and Inclusion (DEI) Strategic Implementation Plan and how it embeds the tenets of DEI into the public behavioral health network for the benefit of all stakeholders.
- The description of the session reads: “The Board’s approach to DEI planning was to integrate equity into all systems, from job descriptions to RFP processes to data collection to overall strategic planning. The goal is to develop a culturally competent, culturally appropriate, and diverse mental health, addiction and recovery support network that delivers treatment, recovery and prevention services that prioritize equity and inclusion to meet the needs of the diverse residents of Cuyahoga County. This presentation will cover how our planning process prioritized lasting change, the steps taken to involve all system providers, voices of clients and families, and action steps, as well as show initial changes made at the Board and throughout the network.”
- The conference is hosted by the Ohio Association of County Behavioral Health Authorities Foundation, in partnership with the Ohio Department of Mental Health and Addiction Services, the Ohio Department of Rehabilitation and Correction, and the Ohio Department of Health.
- Osiecki noted that our goal with presenting this topic at the conference is to help other Boards and partners begin, or enhance, their DEI planning processes and efforts through sharing our priorities as we developed our DEI Initiative.

About the Eliminating Structural Racism (ESR) Advisory 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.

2024 Meeting Schedule for Eliminating Structural Racism (ESR) Advisory Group:

February 5, May 6, August 5, November 4 from 1 pm to 2:30 pm



ENGAGE. EDUCATE. EMPOWER.



Department of
Mental Health &
Addiction Services

2024 ANNUAL
CONFERENCE
“TRANSFORMING CARE,
TRANSFORMING LIVES”

WEDNESDAY, MAY 22, 2024

8:00 AM - 4:30 PM

THE FAWCETT CENTER

2400 OLENTANGY RIVER ROAD
COLUMBUS, OH 43210



12 Workshops | 4 Tracks



Keynote Address



CEUs & CLEs Pending



Mobile App Engagement



Exhibitor Fair



\$50.00

**SPECIAL RATE
REGISTER NOW**

<https://events.ringcentral.com/events/macc2024>

COMMUNITY HEALTH EQUITY ALLIANCE (CHEA): ADVANCING MENTAL HEALTH EQUITY

What is CHEA?

NAMI is leading an initiative to improve access to care for Black/African Ancestry adults with serious mental illness through the **Community Health Equity Alliance (CHEA)**.

Janssen Neuroscience and state-level and community partners launched CHEA in 2021 in North Carolina, Texas, Georgia, and California with 19 partner organizations.



CHEA focuses on community-informed solutions to improve the delivery and pursuit of equitable mental health care for Black/African Ancestry adults with serious mental illness in the United States. This initiative brings together strategic organizations and thought leaders in mental health advocacy, faith, social change, and healthcare

Coming Together to Tackle Mental Health Disparities

CHEA works with coalition partners providing tailored programs and resources to improve access, navigation, and advocacy for equitable and culturally-responsive mental health care.

NAMI, in collaboration with the CHEA partners, is expanding to new states and communities and engaging strategic partners to address critical areas, including:

 Improving Care Navigation	 Elevating Crisis Mitigation	 Expanding 988 Utilization	 Increasing Education
--	--	--	---

This work will focus on implementing effective strategies to support and build mental health and healthcare workforce capacity to offer culturally-appropriate solutions to the care paradigm.

Together, we are working to eliminate health inequities, ensuring that Black/African Ancestry adults can access timely and effective mental health treatment and services when and where needed.



¹ <https://www.psychiatry.org/File%20Library/Psychiatrists/Cultural-Competency/Mental-Health-Disparities/Mental-Health-Facts-for-African-Americans.pdf>
² <https://www.samhsa.gov/data/report/2020-nsduh-detailed-tables>



Know Your Care Journey

A Resource For Black/African Ancestry Communities

Destination: Wellness!

1. Acceptance Is Empowerment

If diagnosed with a serious mental health condition, you have begun the journey to wellness. Stigma is common in all communities and can be more prevalent in Black/African Ancestry communities. When we have been diagnosed with a condition, it can be hard to accept. That knowledge is true power, because with it comes resources and a support system of OUR choosing to help us survive thrive!

2. Stick To The Script(s)

Similar to following a fitness journey for ideal physical health, following our treatment plan allows us to improve our overall wellbeing. A treatment plan may include medicine, therapy and for some, time in a care facility. Following a plan prescribed by clinicians and medical professionals keeps us on track with our care journey. This keeps symptoms in check. Most importantly, it keeps us connected with family, friends and those who love us and have our back.

3. Assemble Your [Support] Squad!

Just because you have a diagnosis, does not mean you have to go it alone. Building the right support squad gives you peace of mind, knowing that with your medical care team, trusted family and friends, others in your squad will do their best to keep you on track at times when you may feel most vulnerable.

4. You May Fall, And You Can Rise Again

There may be times when you get off track, and that is ok. Nobody is perfect, and nobody's journey is without peaks and valleys. Lean on your support squad in those times, they will be there to help pick you up and set you back on your path.

5. Be Your Own Best Advocate

This is YOUR care journey. That is why YOU should expect nothing less than the best care for YOU to reduce symptoms and keep your life on track. Being your own best advocate means asking your treatment provider questions. Tell your care team about past experiences on your care journey that did not work for you, and work together on a shared vision for treatment, goals and clinical and cultural acceptance. It is empowering to express your desire to be treated with care and dignity by YOUR care team.



By knowing YOUR journey and staying the course, YOU are more likely to achieve and sustain recovery. Together we can reduce mental health crises with a shared sense of urgency through our **CRISIS CAN'T WAIT** Campaign. Join us by learning more about this campaign and NAMI's Community Health Equity Alliance initiative, created to improve access to care for people experiencing serious mental health conditions in Black/African Ancestry communities, visit chea.nami.org.





Know the Signs:

On The Lookout For Serious Mental Health Concerns

A Resource For Black/African Ancestry Communities

- 1. Do you find that you care less about how you look?**
You may have a **sudden decline in how you look**, caring far less about your appearance.
- 2. Do you just want everyone to leave you alone?**
You may be beginning to **break off or separate from family or friends** and activities you usually engaged in.
- 3. Do you see or hear what I see or hear?**
This may involve **hearing unfamiliar voices or seeing things that others are not**.
- 4. Is your mind playing tricks on you?**
This may cause you to **feel confused or have scrambled thoughts that do not make sense** to you or others around you.
- 5. Are you uneasy with others?**
You may feel **suspicious and uneasy with others for no explained reason** or believe that they are out to harm you.
- 6. Are you just not feeling it or feeling too much?**
You may feel a **loss of emotions or feel all of your emotions too strongly**.
- 7. Have you thought of or engaged in self-harm or just don't want to be around anymore?**
If so, this is a sign that requires immediate attention, so **talk right away with a trusted person**, don't wait, seek help.

Don't Go it Alone

We can all have a bad day, it's when a bad day turns into bad weeks that it's time to act. If you or someone you know is experiencing any of the signs included above, reach out to someone you trust.

- ▶ If you or someone you know is in crisis, call or text 988. The 988 Suicide & Crisis Lifeline provides a 24-hour confidential connection with a trained crisis counselor.
- ▶ NAMI's helpline offers information on finding a mental health professional and more. Connect with the Helpline by calling 800-950-NAMI (6242), text "HelpLine" to 62640 or email us at helpline@nami.org, Monday – Friday, 10 a.m. to 10 p.m. ET.



By knowing the signs, we can support people in getting help early. Together we can reduce mental health crises with a shared sense of urgency through our **CRISIS CAN'T WAIT** Campaign. Join us by learning more about this campaign and NAMI's Community Health Equity Alliance initiative, created to improve access to care for people experiencing serious mental health conditions in Black/African Ancestry communities, visit chea.nami.org.





Know 988 + Pass It On

A Resource For Black/African Ancestry Communities

Help us raise awareness about 988 and accessing crisis services so that urgent mental health care and support are available to anyone, anywhere, anytime.

What Is It...

988 is the nationwide, three-digit dialing code connecting people to the 988 Suicide and Crisis Lifeline. It was created as **an anonymous Lifeline for people experiencing a mental health, substance use or suicidal crisis available in every community.**

When you call, text or chat with 988, you will be connected with a **trained counselor who will offer compassionate and accessible care and support.** 988 serves as a triage and offers next steps to take, resources and referrals to community care.

When To Use It...

The most common calls to 988 are for mental health, substance use or suicidal crises. The good news is that **all calls to 988 are welcome.** Regardless of your level of crisis, you can and should contact 988 for support. You can also reach out to 988 if you see a friend, family member or another person in your community in need.

Why Sharing This Information Is Vital

Each one, teach one. Sharing this information is vital. Understandably, you may have concerns about using 988 because it may result in a law enforcement response. However, **proper use of 988 helps us prevent responses to mental health crises that end in arrests or worse** — too often in minoritized and under resourced communities.

Head over to www.reimaginecrisis.org. You'll learn about 988 and how you can get more involved.



By knowing 988 and spreading the word, we can help people connect with care and support. Together we can reduce mental health crises with a shared sense of urgency through our **CRISIS CAN'T WAIT** Campaign. Join us by learning more about this campaign and NAMI's Community Health Equity Alliance initiative, created to improve access to care for people experiencing serious mental health conditions in Black/African Ancestry communities, visit chea.nami.org.

