

California Behavioral Health Planning Council

Reducing Disparities Workgroup Agenda

Friday, August 28, 2020

1:30 pm to 3:00 pm

Join by WebEx:

<https://dhcs.webex.com/dhcs/j.php?MTID=m46425446e2916f15a0d9c0c18beae803>

Meeting number: 145 526 1591 **Event password:** CBHPCRDW

Call-In Only Option:

Join by phone: 1-415-655-0001 **Access Code:** 145 526 1591

1:30 pm	Welcome and Introductions <i>CBHPC Staff and All Members</i>	
1:35 pm	Reducing Disparities Research Findings <i>Ashneek Nanua, Council Analyst</i>	Tab 1
1:50 pm	Partner Agency Activities Updates <i>Jenny Bayardo, Chief of Operations</i> <i>Naomi Ramirez, Legislative Coordinator</i> <i>Ashneek Nanua, Council Analyst</i>	Tab 2
2:00 pm	Public Comment	
2:05 pm	CBHPC Listening Session (Event) Discussion <i>CBHPC Staff and All Members</i>	Tab 3
2:30 pm	CBHPC Equity Statement Creation <i>Jane Adcock, Executive Officer</i>	Tab 4
2:50 pm	Wrap Up/Next Steps <i>All Members</i>	
2:55 pm	Public Comment	
3:00 pm	Adjourn	

The scheduled times on the agenda are estimates and subject to change.

Reducing Disparities Workgroup Members

Arden Tucker

Liz Oseguera

Sokhear Sous

Susan Wilson

Barbara Mitchell

Monica Caffey

If reasonable accommodations are required, please contact the Council at (916) 701-8211, not less than 5 working days prior to the meeting date.

California Behavioral Health Planning Council
Reducing Disparities Workgroup Meeting
August 28, 2020

Agenda Item: Reducing Disparities Research Findings

Enclosures: [Building Partnerships: Conversations with Communities about Mental Health Needs and Community Strengths](#)

[Building Partnerships: Conversations with African Americans about Mental Health Needs and Community Strengths](#)

[Building Partnerships: Conversations with Latinx and Asian American Parent Advocates about Mental Health Needs and Community Strengths](#)

[Building Partnerships: Conversations with Latinx Migrant Workers about Mental Health Needs and Community Strengths](#)

[Building Partnerships: Conversations with LGBTQ Youth about Mental Health Needs and Community Strengths](#)

[Building Partnerships: Conversations with Native Americans about Mental Health Needs and Community Strengths](#)

[African American Utilization Report: Goals and Recommendations](#)

CIT 1: [A Comprehensive Review of Extant Research on Crisis Intervention Team \(CIT\) Programs](#)

CIT 2: [Crisis Intervention Teams and People with Mental Illness: Exploring the Factors that Influence the Use of Force](#)

CIT 3: [Crisis Intervention Teams May Prevent Arrests of People with Mental Illness](#)

CIT 4: [What Research on Crisis Intervention Teams Tells Us and What We Need to Ask](#)

How This Agenda Item Relates to Council Mission

To review, evaluate and advocate for an accessible and effective behavioral health system.

This agenda item provides committee members with research and strategies to address racial disparities in California's public behavioral health system (PBHS). Committee members will use this information to initiate a community engagement process aiming to reduce barriers to high-quality, culturally-competent behavioral health services and improve health outcomes for racial minorities in California.

Background/Description:

Historical and ongoing traumas experienced by Black, Indigenous, and people of color (BIPOC) have contributed to disproportionately negative physical and behavioral health outcomes throughout California's public health care system. Current policies are outdated as they disregard the cultural needs and impact of social determinants of health on minority populations, thus contributing to disparities in access, utilization, and health outcomes. Moreover, the COVID-19 pandemic and recent protests associated with the murder of African Americans such as George Floyd, Ahmaud Arbery, Breonna Taylor, and others have highlighted and exacerbated disparities as Latino and African American populations experience a disproportionate rate of cases and deaths.

Additionally, individuals with serious mental illness or substance use disorders are often faced with law enforcement who are not trained on behavioral health and appropriate triaging processes. Crisis Intervention Teams (CIT) may help mitigate negative experiences of BIPOC with law enforcement.

The Reducing Disparities Workgroup is interested in exploring the current research in these subject areas and requested Council staff review and summarize the enclosed documents which include community recommendations from the UC Davis Center for Reducing Health Disparities, community-defined problems and recommendations from Alameda County's African American Utilization Report and research findings on CIT. The overview will equip members with the knowledge on barriers and strategies to promote equitable health care outcomes for minority populations with behavioral health conditions.

Additional resources for reducing health disparities are provided in the links below:

[California Reducing Disparities Project](#)

[Centers for Disease Control and Prevention \(CDC\) Health Equity Considerations & Racial & Ethnic Minority Groups webpage](#)

[COVID-19 Recommendations from California Pan-Ethnic Health Network \(CPEHN\) Network of Partners to Advance Racial and Health Equity](#)

[SAMHSA's COVID-19 and Behavioral Health Disparities for Black and Latino Communities in the United States](#)

[American Hospital Association \(AHA\) COVID-19: Acknowledging and Addressing Racism and Xenophobia](#)

[Health Equity Initiative COVID-19 and Health Equity Resources webpage](#)

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Agenda Item: Partner Agency Activities Update

Enclosures:

[Mental Health Services Act Oversight and Accountability Commission \(MHSOAC\)
Cultural and Linguistic Competency Committee \(CLCC\) July 2020 Meeting
Materials](#)

[MHSOAC Presentation: Mapping Disparities in Race and Ethnicity Preliminary
Dashboard](#)

[MHSOAC Efforts to Reduce Mental Health Disparities](#)

[CPEHN Letter to Governor Newsom Re: COVID-19 Recommendations to Advance
Racial and Health Equity](#)

[NAMI CA Town Hall with Department of State Hospitals Q&A](#)

How This Agenda Item Relates to Council Mission

To review, evaluate and advocate for an accessible and effective behavioral health system.

This agenda item provides committee members with an update on the activities and efforts from the Council's partner organizations to reduce racial health disparities across California. Committee members will use this information to determine how the workgroup can partner with others and/or sponsor the Council's activities to reduce racial disparities in the public mental health system.

Background/Description:

CBHPC staff will provide updates and information on the following;

- MHSOAC Cultural Competency Committee
 - July 2020 Meeting
 - Mapping Disparities Race and Ethnicity Preliminary Dashboard
 - Efforts to Reduce Mental Health Disparities
- CPEHN Letter to Governor Newsom
- NAMI Listening Sessions and Town Hall meetings
- CIBHS Webinar Series

NAMI Listening Sessions and Town Hall Meetings

NAMI California has partnered with several agencies to host community listening sessions including the Department of State Hospitals. The Q & A for this listening session is enclosed as it contains information relevant to this workgroup.

NAMI is also hosting a series of Town Hall Meetings in partnership with other mental health focused organizations. The topics are not necessarily focused on racial disparities but have components involved in gathering feedback and input for consumers and family members that may be of interest to this group.

If you are interested in registering for any of the upcoming town hall events, please visit <https://namica.org/townhall/> For dates and links.

Upcoming dates include:

- **August 11:** Mental Health Services Oversight and Accountability Commission (MHSOAC)
- **August 20:** California State Association of Counties (CSAC)
- **September 3:** Department of Managed Health Care
- **September 15:** California Pan Ethnic Health Network (CPEHN)
- **September 28:** California Alliance of Child and Family Services (CACFS)

CIBHS Eliminating Inequities in Behavioral Health Care Webinar Series

The “*Eliminating Inequities in Behavioral Health Care*” webinar series is comprised of five (5) weeks of webinars to increase participants’ knowledge about the interplay between structural racism, behavioral health institutional racism, implicit bias, and behavioral health disparities. It also offers education about strategies to decrease, and ultimately, eliminate racial disparities in access, quality and outcomes of behavioral health treatment. This series is held by the California Institute for Behavioral Health Solutions (CIBHS) and sponsored by the Department of Health Care Services (DHCS).

The target audience for the series includes behavioral health care leadership, administrators and managers, ethnic service managers, peer professionals, clinical supervisors, clinicians/direct care providers, and care managers.

The webinar series begins **Thursday August 20, 2020 and will occur every Thursday through September 17, 2020 from 10:00 AM -11:30 AM (PST)**. Cost for all webinars is complimentary.

If you are interested in attending any of the upcoming webinars, please visit the [Eliminating Inequities in Behavioral Health Care Webpage](#).

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Agenda Item: CBHPC Listening Session (Event) Discussion

Enclosures: [Building Partnerships: Key Considerations when engaging underserved communities under the MHSA](#)

[Engaging the Underserved: Personal Accounts of Communities on Mental Health Needs for Prevention and Early Intervention Strategies](#) (PDF pg. 49-54)

[Portrait of Promise: California Statewide Plan to Promote Health and Mental Health Equity](#) (PDF pg. 67-74)

How This Agenda Item Relates to Council Mission

To review, evaluate and advocate for an accessible and effective behavioral health system.

This agenda item provides committee members the opportunity to plan a listening session in an effort to engage and advocate for minority populations who experience disparities and poor health outcomes in California's public behavioral health system.

Background/Description:

The Council was asked to provide recommendations to the Department of Healthcare Services in regards to addressing systemic racial disparities in the public mental health system. In June, a discussion about a potential event occurred but no decision to move forward was made. The workgroup asked Council staff to look into current research first. In addition, since that time, several partner organizations have suggested that in order to be community focused and avoid potential resistance, any recommendations we make should originate with the communities we are advocating on behalf of in order to be truly culturally appropriate.

Council staff will share current research on community engagement process recommendations for our target population in order to ensure the recommendations are community-focused. We will discuss the possibility of organizing listening sessions or community forums to gather input instead of expert panel discussions that will be used to help determine the Council's next steps. The intent is to utilize community input received as the basis for any future recommendations.

Should the workgroup decide a listening session or community forum is an appropriate first step in the development of our recommendations, we will start discussing potential partners

and questions. Should the workgroup decide the original proposal for an expert panel discussion is most appropriate we will discuss the platform, potential speakers and next steps.

Questions to consider:

Does the reducing disparities workgroup want to take the lead on organizing an event?

When should this event occur?

What partners do we need to include?

What are the key items for discussion during this event?

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Agenda Item: Equity Statement Creation

Enclosures: Sample Equity Statements

How This Agenda Item Relates to Council Mission

To review, evaluate and advocate for an accessible and effective behavioral health system.

This agenda item provides workgroup members with the opportunity to develop a statement that reflects the Council's vision, values and efforts to promote racial equity and improve health outcomes for all Californians.

Background/Description:

The Executive Officer and Council Officer Team comprised of the Chairperson, Chair-Elect and Past-Chair are considering establishing an Equity Statement for the Council. They invite the Reducing Disparities Workgroup (RDW) to create the statement.

It is requested that RDW members be prepared to discuss and develop a statement during this agenda item. Enclosed are examples of statements from partner organizations for reference. Workgroup members are asked to submit their statements to the Executive Officer in advance of the meeting to be shared with the group at the time of the meeting.

Once RDW members agree upon a shared statement to promote racial equity through California's public behavioral health system, the statement will be submitted to the CBHPC Executive Committee for approval and posted on our public website.

CA Health Care Foundation

In our role as employer, funder, thought partner, convener, and investor, we commit to the values of diversity, equity, and inclusion. These values inform our strategy and how we deploy resources, form our partnerships, frame our communications, produce research and analysis, and champion solutions.

We commit to creating, implementing, and continually improving our organizational policies and practices to support and encourage diverse leadership and staff at all levels, value individual lived experience, and promote opportunities for each of us to thrive and achieve.

We commit to fostering cultural practices and behaviors that respect all voices and diverse perspectives and experiences, regardless of role and relationship, so that everyone feels secure and accepted as their authentic selves. We know doing so requires openness, humility, courage, and hard work. We believe that our best work will be achieved in a culture built on mutual respect and trust.

CA Pan Ethnic Health Network

CPEHN stands in solidarity with our Black community members across California and the country that are standing up and fighting for their lives. We recommit to showing up for Black communities, to supporting not just with our words but also with our actions. And we say unequivocally that Black Lives Matter.

CA Social Work Education Center

Thirty years ago, CalSWEC was founded upon the principles of equity and access. CalSWEC's mission is firmly grounded in our goal to recruit and educate a social work workforce that is committed to social justice, that is reflective of the populations served, and that provides culturally humble and responsive services. Today, we feel called to speak out against the ongoing, intransigent, and destructive forces of systemic racism in our society.

CalSWEC leadership stands with you during this extraordinarily challenging time. We stand with Black Lives Matter and commit to educating ourselves and upholding the values of anti-racism, equity, social justice and inclusion in our work with each other, our students, and our consortium schools. We are engaging and seeking input from our staff as we develop concrete and ongoing steps to uphold these values. We also commit to share these steps and outcomes with you as we move forward.

CA Arts Council

As California's state arts agency, the California Arts Council is committed to racial equity both internally through our work environment, and externally through our programming.

- We are committed to ensuring that every policy enacted reflects democratic principles of equity and justice.
- We understand that enacting policy in a just and equitable manner considers critical issues of implicit bias and discrimination that requires concerted and purposeful action.
- We believe that bringing together Council, staff and other partners with differing backgrounds and life experiences will enhance our ability to increase opportunities for all arts service organizations to succeed.
- Policies, programs, and activities will be administered to identify and avoid discrimination and barriers to access, and to avoid disproportionately high and adverse effects on communities of color.
- Accountability to our grantees is of central importance to us. We understand the significance of evaluating the impact of our policymaking on grantees over time and utilizing this evaluation in the development of new policy initiatives.
- We are committed to the just and equitable disbursement of resources.
- We will obtain the following information when relevant and appropriate in order to utilize data to evaluate the impact of our equity goals: population served and/or affected by race, color, national origin, and income level, which will include diverse communities across the state such as: communities of color, racially and ethnically diverse individuals, tribal communities, immigrant and refugee communities, and communities that have principal languages other than English.

United Way of the Capital Region Statement on Racial Equity

United Way of the Capital Region Board of Directors and staff condemn the systematic racism, injustice, and inequality that continue to exist in our community.

The past few weeks have been incredibly challenging. A blinding spotlight is being shone on the tremendously difficult issues of race and equity across our country. For too long, inequity, violence and racism have been allowed to go unchecked, violating the lives of people of color. This grief is on full display here in our community.

We know from the data that COVID-19 has hit our communities of color harder than others. While this pandemic has shone a spotlight on inequity, these inequities are not

new — they've always existed. Lack of access to healthcare, educational disparities and workforce barriers in communities of color are symptoms of the social and economic realities born of historical and systematic racism, as these communities have not been cared for, protected, or invested in the same way as others. This is why United Way has dedicated its work to helping people in need in the areas of education, health, income and basic needs.

Many of us have been sad, mad, tired, enraged and depressed. Many in our community have expressed that they want to do something about these issues but do not know how to make a difference. At United Way of the Capital Region, we know we must act and help the community act. But how we act matters.

Our work is to listen to those who have been harmed by systemic racism. Our work is to know when it is time to follow community leadership and when it is time for us to lead.

This is a path we've already started at our United Way, and it is the work that we promise to continue to do. But none of us can do this work alone and more needs to be done.

Here are the goals and actions we plan to take in the short, mid and long term:

1. Become more diverse, inclusive and equitable as an organization so that we are more credible addressing these same issues in the community. United Way of the Capital Region will only partner with and/or fund organizations that align with our values on racial equity.
2. Leverage expertise within and outside our United Way to provide the strategies, best practice examples and success measures to help create more equitable communities and close disparities wherever they exist. We will look to partner with organizations and individuals in the community successfully leading efforts in diversity, equity and inclusion.
3. Deepen business and community leaders' understanding of community issues and data. United Way will leverage our ability to provide opportunities for business and community leaders to convene, strategically invest their resources and build awareness for a more equitable community.

Our collective future requires that all of us — as individuals and families, neighborhood groups and faith communities, small businesses and large companies, schools and governments — commit to fighting racism in all its forms. Please join us in this very important work and choose to truly LIVE UNITED.

University College London

“Action for race equality exists because racism exists in our daily lives, our institutions and society at large. Racism in the UK is the exercise of historic power relations that produce discrimination and is ideologically driven. It means students and staff who identify and are identified as part of the white ethnic majority enjoy a position of relative

and typically unspoken and unacknowledged privilege over Black, Asian and Minority Ethnic students and staff. Racism manifests at work, in student attainment, staff appointments and promotions. Racism must be fought by everyone. This statement names the challenge.”

Urban Libraries Council

As leaders of North America’s public libraries, we are committed to achieving racial and social equity by contributing to a more just society in which all community members can realize their full potential. Our libraries can help achieve true and sustained equity through an intentional, systemic and transformative library-community partnership. Our library systems are working to achieve equity in the communities we serve by:

- Eliminating racial and social equity barriers in library programs, services, policies and practices
- Creating and maintaining an environment of diversity, inclusion and respect both in our library systems and in all aspects of our community role
- Ensuring that we are reaching and engaging disenfranchised people in the community and helping them express their voice
- Serving as a convener and facilitator of conversations and partnerships to address community challenges
- Being forthright on tough issues that are important to our communities